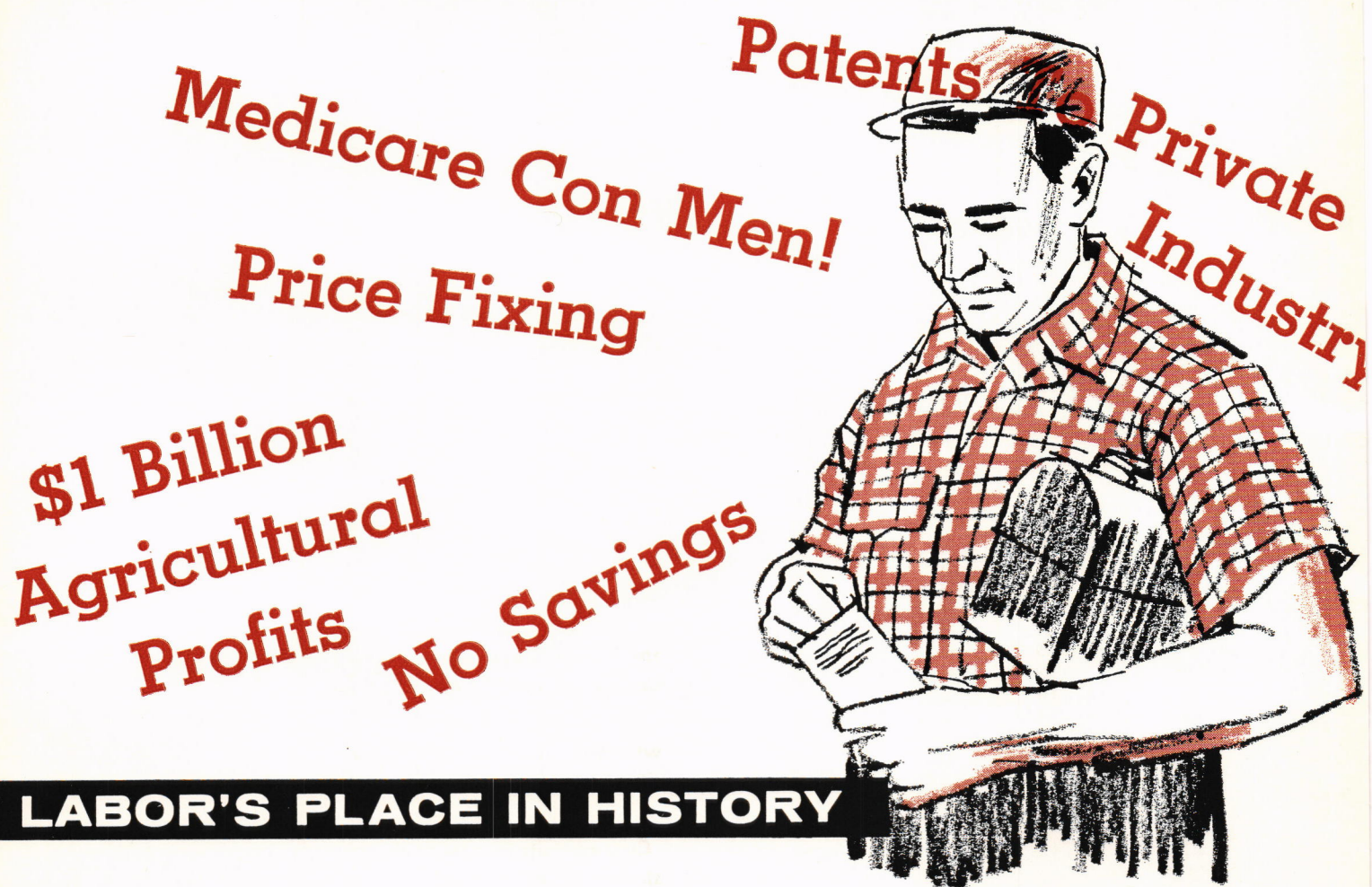


THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

SEPTEMBER, 1965



Driverless Tow Trucks Replacing Workers . . . see page 24



EVERYTHING that happens to working people, indeed, everything that happens to all people in America on a day-to-day basis helps to engrave labor's place in history.

It is not just a matter of how and when and why unionism succeeds or fails in a particular endeavor. The stories of union membership figures, contract negotiations, community services, political action, and all the other pursuits and achievements of organized labor—while extremely significant—are only part of the picture.

Just as each union member has private activities of interest to only himself and his family, so are unions privately active within the much larger commonwealth. Each individual finds his place in society buffeted by the turn of domestic and foreign events. And each segment of organized labor finds itself riding the roller-coaster of destiny in the nation's economy as it is affected by the marketplace.

Examples of how working people are touched by all that happens in the nation may be found regularly in *The International Teamster* feature, "For Your Information."

This month, for instance, there is an item about eight of the nation's largest steel companies being found guilty of price-fixing. The point here is that the companies conspired to fix prices on carbon-sheet steel over a 6-year period ending in 1961. Every wage earner who purchased any item containing steel fell victim to the conspiracy in that period. How many dollars earned by back-breaking toil were robbed by the price fixers of their right to seek a lower purchase tag on a finished automobile or appliance?

There is another item this month about racketeers posing as representatives of the Social Security Administration so they can defraud elderly people by pretending to sign them up for Medicare coverage. How many union members have a grandparent that might be approached by a Medicare con man? How many such con men are there?—and how many warnings?

Working people felt a pang close to the heart when they read in "For Your Information" recently that an estimated 35 per cent of the families in the United States have no savings or other form of reserve funds. Were they able to count themselves as lucky or were they in the unfortunate 35 per cent?

People earning their place in labor's history must have experienced a strong feeling of compassion when they read in another recent "For Your Information" item how after-tax profits of California's \$3.6 billion annual agricultural crop run as high as \$1 billion. The dish of strawberries or stewed tomatoes that night must have changed in taste a bit at the thought of thousands of stoop-workers paid substandard wages to build those enormous profits.

The government's practice of giving patents to private industry after the inventions are developed by government-financed research, and the effort to force big business to pay a fair market value for those patent rights—as reported in a recent "For Your Information"—affect every man, woman, and child in the United States.

Consumer Price Index information, personal income figures, and numerous other items are all reflections of the everyday influences that vastly affect labor's place—that is to say, the place of every person—in our history.

They appear regularly in *The International Teamster*.

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THE INTERNATIONAL Teamster DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume No. 62, No. 9

September, 1965

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Teamster Testimony Supports Curbs on Pre-Trial Publicity



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington, D. C. 20001.

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POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)

SPECIAL NEWS REPORT

Teamster Testimony Makes Strong Case For Bill To Ban Pre-Trial Publicity

The International Brotherhood of Teamsters last month gave the Senate Judiciary Subcommittee on Constitutional Rights a documented chronicle of a master plan by the Justice Department to use "trial by press release" to blacken the name of James R. Hoffa in the eyes of prospective jurors.

The testimony was given before the subcommittee which was holding hearings on a bill which would curb statements of prosecuting and defense attorneys for publication.

The bill has been given the blessing of the Judicial Conference of the United States. This Conference is headed by Chief Supreme Court Justice Earl Warren and is composed of the nation's leading federal judges.

The Conference was in agreement that pre-trial publicity can have a

detrimental effect on a defendant's right to a fair trial under the sixth amendment to the constitution. It recommended passage of the bill introduced by Oregon Democrat Wayne Morse.

Appearing before the subcommittee on behalf of the International Brotherhood of Teamsters, legislative counsel for the union, charged that the most flagrant example of "trial by press release" and the invasion of a defendant's right to a fair trial was perpetrated by the Justice Department under the direction of Bobbie Kennedy in Hoffa cases.

Zagri declared that Kennedy timed press releases from the Justice Department to newspapers and national magazines to coincide with indictments and trials of the Teamster president.

Additionally, Zagri charged that the then Attorney General Bobbie Kennedy conspired on six different occasions to use LIFE and LOOK magazines as vehicles to carry unfavorable stories about the Teamster president either on the eve of jury selection for a Hoffa trial or on the eve of a Hoffa indictment.

The Teamster legislative counsel also documented the use by Kennedy of nationally-known writers in his master design to blacken Hoffa's public image and enhance chances of a conviction. Zagri declared that Kennedy fed such writers material which was considered confidential and the property of the government and grand juries.

The kickoff to the grand scheme, according to Zagri, was the McClellan Committee hearings, of which Bobbie Kennedy was chief counsel.

Said Zagri:

"Never before in the annals of Congressional Hearings has a witness been brought before a congressional committee on 48 separate occasions subjecting him to searching interrogations under the glare of TV lights and exposure to millions of TV viewers over a 2 year period.

"Never before had there been such a calloused disregard for the rights of

Here is the text of the Morse bill which would protect the integrity of the court and jury functions in criminal cases:

"It shall constitute a contempt of court for any employee of the United States, or for any defendant or his attorney or the agent of either, to furnish or make available for publication information not already properly filed with the court which might affect the outcome of any pending criminal litigation, except evidence that has already been admitted at the trial. Such contempt shall be punished by a fine of not more than \$1,000."

a witness before a congressional committee during the period when the witness was also a defendant in two criminal cases and indictments were being considered by one or more of 27 grand juries investigating Hoffa during this period."

Said Zagri:

"The impact of the McClellan hearings on millions of TV viewers compromised Mr. Hoffa's position in the minds of the American people—in the minds of prospective or actual members of grand juries or petit juries considering either indictments against Mr. Hoffa or weighing evidence both for and against Mr. Hoffa in current cases."

Zagri reviewed a specific conspiracy between the Attorney General and LIFE magazine to publish an article detrimental to Hoffa before the jury was selected in one Hoffa trial, and offered in evidence Kennedy's admission before Congress that the secret memos which exposed the plot did exist. The article was published according to the plot.

Secret Memos

The secret LIFE memos and the plot by the Attorney General were the subject of a major article in the August, 1964, issue of the *International Teamster* magazine.

That plot involved the part of the Attorney General arranging for a disgruntled Teamster employee to meet with LIFE editors and writers for the story.

Zagri also told Senate subcommittee members of an article in LOOK magazine by an author close to the Kennedys which dealt with facts considered confidential and the property of the government and grand juries.

The Teamster legislative counsel pointed out that an article in LOOK magazine by Clark Mollenhoff appeared just before Hoffa's trial in 1958 on wiretapping. Another article by the same author appeared in LOOK magazine in 1963 following Hoffa's jury tampering indictment.

On May 19, 1964, while a jury was being impaneled in the Chicago trial of Hoffa regarding pension funds, another Mollenhoff article appeared. That article was entitled, "The Plot to Assassinate Robert Kennedy."

Zagri pointed out that even a change in venue is not a guard against unfavorable publicity preceding a trial, in view of modern methods of spreading the news.

Hoffa did receive a change in venue from Nashville to Chattanooga, Ten-

nessee, Zagri pointed out.

"This had little effect," Zagri said, "because stories which caused the judge in Nashville to grant a change of venue from Nashville to Chattanooga also appeared in the Chatta-

nooga press.

Zagri also called to the subcommittee's attention a Justice Department press release which had a double-barrel effect when released in Chicago when Hoffa was indicted there in

Individual's Trial Rights Prompts Growing Concern

THERE IS growing concern that the rights of an accused individual to a fair trial are being threatened by "unlimited information widely published and discussed" according to Sen. Wayne Morse (D.-Ore.).

Sen. Morse, testifying on behalf of his own bill that would curb the publication of news about criminal cases not yet decided in the courts, told a subcommittee of the Senate Judiciary Committee:

"Articles in law journals, the commentaries by press representatives, the report of the Warren Commission on the assassination of the President and its aftermath, the efforts of local bar associations to work out strengthened codes of ethics, and the flurry of regulations to tighten the distribution of information emanating from federal and state prosecutors—all point to the growing concern that unlimited information widely published and discussed is threatening the right of an accused individual to a fair trial."

(The following summation of Teamster testimony on S. 290—Trial by Press Release—was made by Sen. Sam Ervin.)

Senator Ervin: I would like to see if I can sum up—whether you agree with my appraisal of the ultimate substance of your testimony. You take the position as a member of the bar, and as a citizen, that it is not only important that the courts shall administer justice but that likewise of virtually equal importance is that justice shall be administered under such circumstances as to engender in the minds of the public the belief that justice has been properly administered.

Mr. Zagri: That is correct, sir.

Senator Ervin: And you take the position that in respect to the particular cases that you alluded to, that as a result of the widespread publicity in the press and by radio and television, that it was virtually impossible to obtain a fair trial for Mr. Hoffa in either the Chattanooga case or in the Chicago case.

Mr. Zagri: That is right.

Senator Ervin: And you take the position also from the exhibits you offered before the committee and the emphasis you have drawn from those exhibits that the officials of the Department of Justice participated in emanating or encouraging publicity which contributed to the situation that you maintain existed.

Mr. Zagri: Contributed and engendered.

Senator Ervin: And you favor the enactment of the bill offered by Sen. Morse because of your conviction that either the right to a fair trial is imperilled or belief is engendered in the minds of the public that a fair trial has not been had, even though it may have been had, where counsel for the prosecution or counsel for the defense undertake to try the cases, pending cases, in what we call, what the lawyers call the newspapers.

Mr. Zagri: That is correct sir.

Senator Ervin: And you take the position that this bill does not interfere in a substantial way with any freedom of the press in disseminating the news under the provisions of the First—under the rights secured by the First Amendment, but it merely operates as an inhibition on the dissemination of news by persons charged with responsibility by society for seeing that fair trials are had in our courts of justice.

Mr. Zagri: Exactly.

connection with the Central States Pension Fund.

Chicago newspapers used the press release as the basis for page one stories whose headlines proclaimed:

"One Million Dollars 'Diverted' United States Says."

"Looting of the Pension Fund Charged."

Said Zagri:

"The uninformed public was left with the impression that the Teamsters pension fund was \$1 million short, but it was not one nickel short. During the trial, the defense offered to prove that the fund was not one nickel short, but would be \$14 million richer when loans matured."

Said Zagri further: "This was all generated by the Justice Department press release on May 9, 1963, while Hoffa was under indictment in Chattanooga. This gave the press release a double barrel effect of reaching prospective jurors for the subsequent Chicago trial, and was read in Chattanooga by prospective jurors in that trial. It gave readers everywhere the impression that the fund had been milked of \$1 million, which it had not been."

Zagri reviewed English law on the subject of pre-trial publicity which provides for contempt of court proceedings against offenders, even those who acted innocently or in honest error. Zagri declared to the subcommittee that the English approach goes too far.

Of the Morse bill, Zagri declared: "This approach is just and right-ful because it places restrictions not on the press—thus abrogating their rights under the first amendment and freedom of the press—but places restrictions on the pre-trial statements of prosecuting and defense attorneys as well."

(Senator Fong, of Hawaii, made the following statement at the conclusion of Teamster testimony on S. 290, a bill to curb pre-trial statements to press, radio and TV by prosecuting and defense attorneys.)

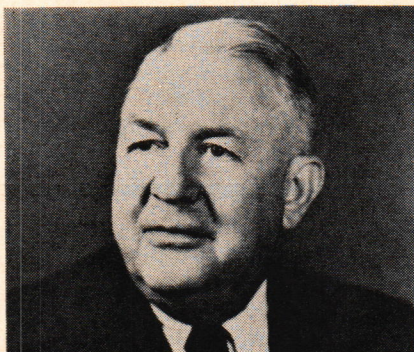
Senator Fong: I want to congratulate you on a very fine statement. I think your detailing of the various types of publicity and various types of articles which would prejudice a trial have been right to the point. I think this is something for this committee to really look at very, very seriously. I think the Supreme Court is going to have a tough time with this problem.

Right to Fair Trial Tops 'Right to Know'

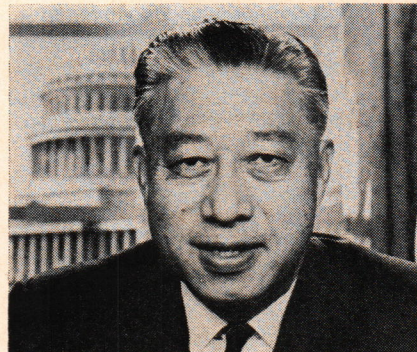
"The right to a fair trial is obviously superior to the 'right to know' concept," said Judge William F. Smith of the 3rd Circuit Court of Appeals when testifying on a proposed bill to restrict information that prosecutors or defense attorneys might give to news media about pending federal criminal cases.

Judge Smith, who is chairman of the Judicial Conference Committee on the Administration of Criminal Law, said: "The right to a fair trial by an impartial jury, free from the pressures of outside influences, is inherent in our system of jurisprudence and is guaranteed by the Sixth Amendment . . . A jury trial infected by partiality or prejudice, no matter how generated, is in itself a betrayal of justice."

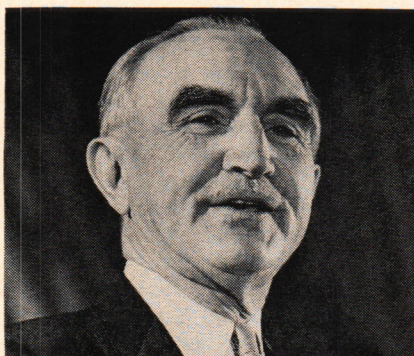
He said critics who try to equate "freedom of the press" with the "right to know" are in error, adding: "These concepts are not legally synonymous and cannot be equated on any constitutional basis . . . The right to a fair trial is obviously superior to the 'right to know' concept."



Sen. Ervin



Sen. Fong



Sen. Morse



Sidney Zagri

Free Speech Will Fail Without Impartial Trials

"Free speech will fail if there are no fair and impartial trials," said Morris A. Shenker, president of the National Defense Lawyers in Criminal Cases Assn., when testifying in support of a bill to curb pre-trial publicity in federal criminal cases.

Shenker said the contempt power of the courts is the only remaining weapon "to control the press in pre-trial publicity," but added that this power is limited to situations creating a "clear and present danger" which would influence the outcome of the case.

"Presently in America," Shenker added, "there is no effective means for curbing the power of the press in criminal cases."

The Work Ahead

SEPTEMBER signals a return to the everyday business of making a living, a return to the realities of life from vacations and weekend trips which were possible while the children were out of school and the family could be together during leisure hours.

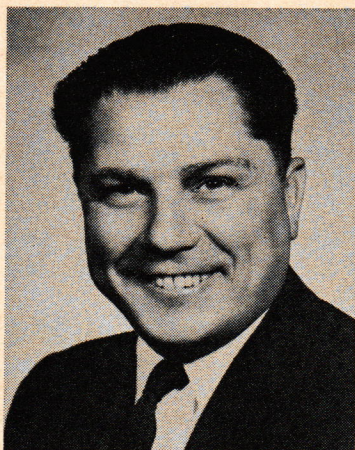
In many cases, union meetings were suspended for the summer and will take up again this month. In general, we must take up again the vigil to protect what we have already gained through collective bargaining and to plan for future needs.

Because this union represents more than 1½ million working people, and because we have more than 900 local unions, negotiations are a continuing process. In this effort, members should help draw up realistic proposals which provide for such things as job protection, adequate financing of fringe benefits, clauses to help soften the impact of layoffs due to automation, and strengthen the trend toward national agreements with national firms.

Negotiating teams and union officials have an obligation to go into contract talks with more than just a demand for more money on the hourly rate.

It is the obligation of negotiators to go to contract sessions fully informed of all facets of the industry in which their members work. They should know the weak spots, where layoffs might come due to automation, which health and welfare plans are inadequately financed to meet rising medical costs, which plans need revision to better meet membership needs. And, above all, negotiators should do all in their power to avoid costly and unnecessary strikes.

On the legislative side, our responsibility to the membership is never done. The House of Representatives passed repeal of Section 14(b), but the repeal—as of press time—has not been reported out by the Senate



Labor Committee. When the measure does come up for a vote, it will be in danger of crippling amendments from opponents of repeal. This bears watching by Teamsters everywhere.

Although this session of Congress has achieved remarkable results, we still need action to provide relief from curbs on secondary boycotts, we need better enforcement of safety regulations by the Interstate Commerce Commission, we need consumer legislation to protect our hard earned wages from usury in the marketplace.

In the field of civil rights, it is our responsibility to see that recent laws are meaningful in practice.

How do we attack the many problems which need be solved? There is no better place than through your local union. When the meetings resume, be there. Support your officers and agents in good, solid union objectives.

On the legislative front, there is no better way to face up to the problems than to join DRIVE and make politics your business.

If your local union has your support through attendance at union meetings, and if our legislative action and political education arm—DRIVE—has your support through membership and activity, we are well armed to go into battle against problems which face us today.

It is time that we get back full-time to work on things which made this union the greatest in the world, and the obligation is to the officers and members alike.

James R. Hoffa

**From
The**



FIELD

Milwaukee Local Has Health Center

Teamster Local 200 in Milwaukee, Wis., recently opened its new combination headquarters and health center culminating years of planning and work on the project.

The structure houses the Milwaukee Area Health and Welfare Fund's dental and optical services and also contains a pharmacy catering to union members.

Memorial Room Honors Teamster

Members and friends of Teamster Local 430 in York, Pa., have established a memorial room at the local Memorial Osteopathic Hospital in honor of Leon R. Silar, Sr., secretary-treasurer, who died recently.

Wilbert Godfrey, Local 430 president, said the memorial room was established as "a small tribute to a man whose untiring efforts in behalf of the union made Local 430 as strong as it is today."

Iowa Local Union Has Scholarship

Teamster Local 828 in Mason City, Iowa, has established a scholarship worth \$250 to be used for tuition and fees at a college of a student's choice in his sophomore year.

Roger Morse, secretary-treasurer of Local 828, said applicants for the scholarship must be a dependent of a member of the local union, or a surviving dependent of a deceased member.

Teamster Appointed To State Committee

Clifford Arden, president of Teamster Local 215 in Evansville, Ind., recently was appointed to the Indiana State Labor Relations Act Study Committee.

Arden was informed of his appointment by Robert L. Rock, Indiana lieutenant governor.

Local 278 Pioneer Retires from Job

William E. Andrews retired recently as secretary-treasurer of Teamster Local 278 in San Francisco after 47 years as an active member of the local union.

Andrews, who was initiated in 1918, became a business agent in 1954 and was later elected secretary-treasurer. The Western Conference of Teamsters presented him with a plaque honoring his many years of service.

Eight Days Given By Teamster Movers

A 44-man team of volunteers from Teamster Local 85 in San Francisco recently donated their time in an 8-day moving job benefiting the Community Rehabilitation Workshop, a non-profit organization employing handicapped persons.

The donation in terms of man hours and equipment from eight drayage firms was worth an estimated \$10,000 as the workshop was transferred to improved facilities from a location it had occupied since 1947.

Puppet Show Sponsored By Oakland Teamsters

Teamster Local 302 in Oakland, Calif., this summer has been sponsoring a puppet show which gives three performances daily at Children's Fairyland in Oakland's Lakeside Park. Admission to the show is free.

Local 557 President Dies of Heart Attack

Richard W. Grabowsky, president of Teamster Local 557 in Baltimore, Md., died of a sudden heart attack late in July.

Grabowsky was at his desk in the union office when stricken. Elected president in 1962, he had previously served as a business agent and earlier as a shop steward.

Local 85 Retirees Open New Club Rooms

Retired members of Teamster Local 85 in San Francisco have established their own social organization and have opened newly renovated club rooms.

Remodeling work was done by the retirees. Club rooms will be open 5 days a week, providing a place for discussing old times, card games, and cooking facilities are available. Local 85 officials participated in the dedication of the club rooms.

STATE OF THE UNION

Eastern Conference Meets

Policy Committees, Trade Divisions Study Organizing Needs and Current Problems

METHODS of continuing the growth of the Eastern Conference of Teamsters and solutions to problems of the day highlighted the agenda of Policy Committee and Trade Division meetings held recently by the Conference at Atlantic City, N.J.

More than 400 representatives from

Local Unions and Joint Councils heard International Vice President Thomas E. Flynn, ECT director, proudly announce that the Conference membership had increased 19,828 members in the first half of 1965. He said every Joint Council showed a membership gain.

Flynn complimented the organizing fervor of affiliates, noting that 123 representation elections were won in the ECT jurisdiction during the first five months alone.

He said the Eastern Conference of Teamsters now has an average of 530,000 members with a peak of 570,-

Teamsters General President James R. Hoffa fielded questions during a session of the freight division of the Eastern Conference of Teamsters meeting recently in Atlantic City.

Session was attended by an overflow from among more than 400 officials who attended the week-long meeting of the Conference.





International Vice President Thomas Flynn, director of the Eastern Conference, presiding over session.

000. When it was formed in 1953, the Conference had less than 360,000 members.

General President James R. Hoffa responded with a rousing talk when invited by Flynn to speak at the Over-the-Road and General Hauling Division meeting.

Hoffa reiterated the heart of a major speech he delivered at the Western Conference of Teamsters meeting a week earlier in San Francisco. He warned that workers are losing their right to strike while employers are winning the right to lock out workers.

Hoffa called for "massive resistance at the political level to the powers that be until they recognize that they're not going to take away our wages, hours, and conditions by legislation and judicial decision."

The General President was given a round of standing applause as he finished on the note that trade unions are on the verge of being destroyed unless they whip themselves into a political force.

Organizing the unorganized consumed a big share of practically every committee and division meeting.

John Scanlan, newly-appointed director of the Eastern Conference of Teamsters Office Employees Division, said a campaign would be mounted to organize office employees where Teamster contracts are already in force for drivers, warehousemen and other job classifications.

The Miscellaneous Policy Commit-

tee resolved to increase its organizing efforts in the vending machine industry. The vending machine industry has expanded greatly in recent years and mergers have resulted in a half-dozen or so companies dominating the field in the Eastern Conference jurisdiction.

Fleming Campbell, Eastern Conference organizer, reported on the status of United Parcel Service Co., which recently made application for rights to operate in Southern seaboard states.

United Parcel, he said, presently operates in 26 states and has 20,000 Teamsters Union members on the job. A new contract was gained recently with United's operations in New York-New Jersey, providing a 57-cent package for 5,000 members in four locals.

Rail competition is biting into the Automotive and Petroleum Trade Division. Walter Shea, administrative aide to Director Flynn, said auto hauling is undergoing a lot of changes because of the railroad selective rate cutting.

Shea said General Motors already has called in its carriers and announced that in the 1966 model year the carriers will stand to lose 50 per cent of their business—a policy that will affect at least 1,500 Teamsters. The villain is a new operation called a "railhead" where cars are taken off piggyback flatcars at any convenient location and hauled away. Additionally, some dealers are buying second-hand rigs and picking up their own cars at Detroit.

New Wrinkle

General Organizer William M. Griffin gave some disturbing news on the continued spread of employer uses of the polygraph—so-called "lie detector"—in spite of increasing numbers of state and community laws against the utilization of the machine as a condition of employment.

Griffin said the battle against the polygraph must be stepped up in tempo because of a new wrinkle: Certain bonding companies are conniving with employers to the extent that they will give reduced bonding rates if the company can persuade workers to accept the principle of polygraph testing.

He reminded the delegates that the Eastern Conference is on record against the use of the polygraph as a job condition and added that West Coast state statutes are solidly against the phony "lie detector" in this connection.

The Warehouse and Produce Policy Committee decided to reactivate its various chain store subcommittees with the idea of stepping up its efforts toward more national food chain contracts.

Grievance Sessions

Also holding meetings aimed at improving their organizing efforts and solving mutual problems were the Dairy, Bakery and Biscuit, Industrial, Building and Construction, Laundry, Brewery and Soft Drink, Taxi, and Public Service Divisions.

The Eastern Conference Joint Area Committee held grievance sessions during the last two days of the meeting.

Road Safety

An unexpected feature of the ECT meeting was a confrontation between General President Hoffa and Ernest E. Cox, chief of the Motor Carriers Safety Division of the Interstate Commerce Commission. While they did not actually debate, Hoffa and Cox delivered divergent views on the question of road safety (reported elsewhere in this issue).

International Vice President Anthony Provenzano was on hand for the conference. Planning to attend but unable to make it were Vice Presidents John J. O'Rourke, absent because of illness, and Harry A. Tevis and John B. Backhus who were tied up in negotiations.

Ernest E. Cox, chief of the Motor Carriers Safety Division of the Interstate Commerce Commission was Conference speaker.



The International Teamster

At ECT Meeting

Hoffa Asks Members to Document Safety Violations

TEAMSTER local unions have been urged by General President James R. Hoffa to chronicle examples of the Interstate Commerce Commission's failure to enforce existing safety regulations.

"If you see faulty equipment or extended hours worked by a driver," said Hoffa at the recent Eastern Conference of Teamsters meeting, "get a photo or put together a fact sheet illustrating the violation and have it notarized."

Hoffa said the International Union needed the documentation to support legislative testimony on the Administration's transportation bills.

The appeal for evidence of violation of ICC regulations was made by Hoffa after he and Ernest E. Cox, chief of the Motor Carriers Safety Division of the ICC, aired divergent views on the subject of safety policy.

Cox noted that Congress 30 years ago charged the ICC with regulating the safety of all interstate carriers. He said Teamsters participated greatly in the safety programs through the years.

Cox said that in the case of fatal accidents involving trucks, it is usually the result of faulty equipment rather than driver error. As an example, he said, only about 15 per cent of the road drivers killed are working for common and contract carriers regulated by the ICC. All other truck

drivers that die in accidents are working in so-called "gray area" or "gypsy" operations that are unregulated.

The ICC official cited the manner in which the commission had strengthened its regulations covering equipment and hours of operation—again only applicable to common and contract carriers engaged in interstate commerce—and added:

"We need to strengthen rules regarding driver physical standards. We will try to avoid individual hardship impositions . . ."

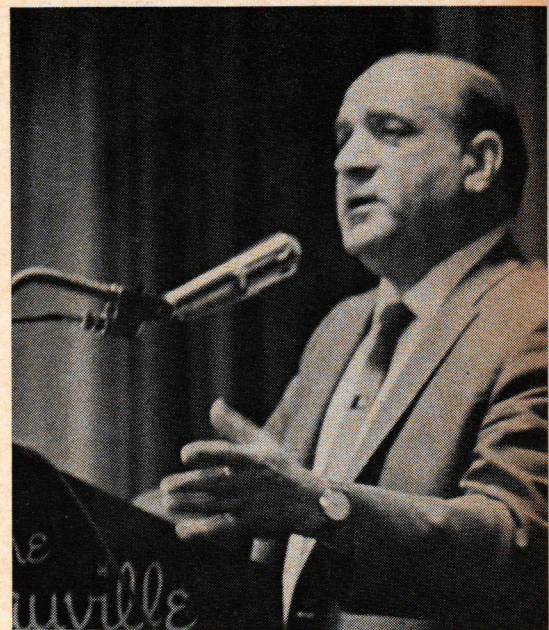
It was on the subject of physical examinations that Hoffa departed from agreement with Cox.

Hoffa said that it would be foolish for anyone to argue against road safety or physical exams, but that he was against discriminative physical checks. He emphasized that "no one is more safety conscious than the professional driver," and that only Teamsters are policed—"gypsies are not."

"Unregulated carriers are the greatest hazard," Hoffa said. "There is no use talking about safety for a minority."

The Teamsters Union President continued:

"We will join the ICC in any and all enforcements of the regulations because it is in the interest of public safety. But we also ask the ICC to join us in getting uniform policing of



Joseph Trerotola, secretary-treasurer of the Eastern Conference of Teamsters addresses conference session.

the highways regarding regulated and unregulated carriers."

Hoffa suggested making it the dispatcher's responsibility to determine whether the driver has had his proper rest.

In terms of equipment, Hoffa said it was the responsibility of the ICC to see to it that a worn out piece of equipment should be scrapped rather than to be sold and resold until it falls apart on the highway.

Hoffa said: "The ICC always answers that it is understaffed. Yet it does not act upon complaints by unions about faulty equipment or driver violations."

Hoffa told of instances where struck companies hired incompetent scabs and the ICC, when receiving reports from the striking unions, took no action but allowed the substitute drivers to roam the roads ignorant of both equipment and safety regulations.

"We will work for any safety regulation that is proper and prudent for our industry," Hoffa said. "On the other hand, we will oppose any discriminatory regulations that will knock a man out of his job before retirement age."

He added, "We are not going to be legislated out of our seniority, or our welfare benefits, or our pensions, or our jobs. You don't solve problems by passing regulations but by enforcing them."

Questions from the floor were in order as delegates got down to the brass tacks of problems facing working men and women in their quest for better wages, hours and working conditions.



Community Service**Local 26 Volunteers Praised for Moving Jr. College to New Home**

Some 20 volunteers from Teamster Local 26 in Danville, Ill., recently helped move the Danville Junior College to its new campus at the Veterans Administration Hospital grounds.

Ray Block, president of Local 26, said the Teamsters donated 7 hours to get the job done with 4 trucks supplied by employers.

Mary Miller, dean of the junior college, wrote in a letter of appreciation to Block:

"Words could never adequately convey our gratitude. We realize how much work it took—how many hours of back-breaking labor—and how much you are giving the college to be willing to give your weekend time to help us.

"You and your men were so considerate, so careful of our equipment, and so energetic and enthusiastic; it was a pleasure to work with you.

"It is cooperation such as Teamster Local 26 gave us that will guarantee

the future of our college. Your time and labor were definitely one of the best gifts the college has received. Our most sincere thanks to all of you!"

● Construction Contract

Nearly 7,000 Teamster construction workers affiliated with 17 local unions in central and northern California have ratified a 3-year contract that carries a wage and fringes package totalling \$1.06.

A 15-cent hourly gain was retroactive to last May 1 and a similar amount will be added on the same date next year. Wages will increase 30 cents hourly on May 1, 1967.

Pension contributions were increased to 20 cents an hour effective last Aug. 1, and 5 cents will be added next May. Employer contributions toward health and welfare, including dental, eye care, and drugs make up the rest of the package.

Kiddies Day at the Park

More than 16,000 New Jersey kids, many of them from orphanages, homes for the blind and religious institutions had their yearly outing at Palisades amusement park last month, thanks to Teamster Jt. Council 73, a rank-and-file committee, and council president, Anthony Provenzano. Kiddies' Day expenses are met from voluntary contributions from Teamster membership, and donations from management. A hard-working rank-and-file committee makes the plans and arrangements to insure that the annual affair is a success for the kids. Shown here are some of the 16,000 youngsters lined up at the gate ready to enjoy the day.

A Note of Thanks

Dear Teamsters:

My husband, James L. Asbill, was very badly hurt in a car accident and has been unconscious for four months now.

I want to thank you so very much for the wonderful help for myself and my two children that you have so greatly given us.

I wanted to say a special thanks to Local 87. I don't know what I would have done without them.

Mrs. James Asbill
Bakersfield,
California

● Frozen Food Gains

Some 3,000 Teamsters employed in California's frozen food industry have ratified a 3-year agreement that provides, in addition to pay increases, dental care for regular workers and hospital-medical benefits for minor dependents of seasonal workers.

The pay hikes, retroactive to July 1, range between 18 and 33 cents hourly for the life of the contract. Employer contributions to pensions were increased to 20 cents. A dental care program starts next July.

● Local Gains 900

Teamster Local 728 of Atlanta, Ga., has gained more than 900 new members in seven victories won in representation elections conducted by the National Labor Relations Board in the past three months.

Robert C. Cook, president of Local 728, said the elections have been won at: J. D. Jewell, Inc., Atlanta Times, Inc., Gulf Oil Corp., Moreland Chemicals Co., Inc., Atlanta Gas Light Co., Anaconda Wire, and Rayloc, Inc.

● Overnite Victory

Two-thirds of the truck drivers, helpers and dock employees working for Overnite Transportation Co., of Lynchburg, Va., voted for Teamster representation in a recent National Labor Relations Board election.

Richard E. Newland, president of Local 171 in Roanoke, Va., said the election count was overwhelmingly in favor of the union. The bargaining unit has 25 members.

Healthy Report

Barometers of Trade Union Health Show Teamsters in Excellent Shape

IN TWO AREAS considered barometers of trade union health—single union representation election victories and per capita tax—the International Brotherhood of Teamsters is leading the field in excellent condition.

National Labor Relations Board records show that Teamster affiliates won more than a fourth of all the ballots won by all unions in single union elections during the first half of 1965, gaining better than 12 per cent of the total of new union members.

Per capita payments to the International Union for July represented an increase of 58,967 over July of last year.

An Increase

For the first seven months of 1965, average per capita payments to the International showed an increase of 43,037 over the same seven months in 1964.

According to the NLRB records for the first six months of the year, there were a total of 2,045 single union elections won by all unions as workers had a choice of voting for the union involved or "no union."

Teamster affiliates were victorious in 536 of the 2,045 ballots—in other words, 26.2 per cent of all elections won in the 6-month period.

A total of 91,352 new union members were gained by all unions in the 2,045 victorious elections, and 11,650

of the new union members were gained by Teamsters Unions—amounting to 12.7 per cent of the total.

● Sioux City Vote

Employees of Cloverleaf Cold Storage Co., in Sioux City, Iowa, voted in favor of Teamster representation in a recent National Labor Relations Board election.

James J. Murphy, Local 383 secretary-treasurer, said the new unit is composed of warehousemen and a working foreman. The company is a public cold storage warehouse.

● Disposal Company

A majority of drivers, helpers, and mechanics employed by the Orange Disposal Co., in Orange, Calif., voted Teamster in a recent National Labor Relations Board election.

John Drobish, Local 396 president, said the new bargaining unit has 17 members. The company picks up refuse.

● Missouri Election

Warehousemen and city delivery men employed by Handi-Rak Service, Inc., of Springfield, Mo., voted unanimously for Teamster representation in a recent National Labor Relations Board election.

Chile Airline Clericals Vote For Teamsters

Clerical, office, fleet, and passenger service employees of Lane Chile Airlines stationed in the United States voted for Teamster representation in a recent National Mediation Board election.

Henry Breen, director of the International Brotherhood of Teamsters Airline Division, said the number of people involved is 20 and they are domiciled in Miami, Los Angeles, New York, and Chicago. Lane Chile Airlines is the government airline for Chile.

Breen said the significance of the election is the fact that this category of workers previously had been immune to organization in the U.S., and the Lane Chile election opens the door, so-to-speak, for organization of six or seven more South American airlines with offices in the U.S.

Breen said the Airline Division is also filing for elections for employees of the State airlines of Peru and Venezuela.

J. B. DeBerry, Local 245 secretary-treasurer, said the new unit has 10 members. The company sells drugs and sundries.

● Beer Drivers Pact

Members of Local 792 in Minneapolis, Minn., have unanimously ratified a new contract with 19 metropolitan beer distributors providing pensions and wage increases.

Tony Felicetta, Local 792 secretary-treasurer, said the agreement provides that employers will pay \$3 a week the first year and increase \$1 a year until the fourth year when they will pay \$6 weekly per employee into the Central States Pension Plan. Payments for health and welfare coverage were increased to \$8 a month.

Felicetta said the 150 members covered by the contract also gained in holiday pay and the vacation schedule.

● Brewery Nurses

Male and female nurses employed by the Pabst Brewing Co., at its Newark, N.J., brewery voted 2 to 1 in favor of representation by Teamster Local 843 in a recent National Labor Relations Board election, according to Joseph J. Quillen, Local 843 president.

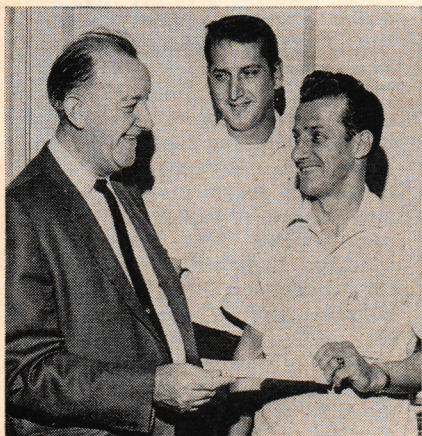
SINGLE UNION ELECTIONS

(First Half, 1965)

Month	New Members Won			New Units Won		
	All Unions	IBT	IBT%	All Unions	IBT	IBT%
January	9,040	1,247	13.8	220	56	25.5
February	10,646	1,444	13.5	233	67	28.8
March	17,835	2,614	14.6	444	112	25.2
April	16,074	2,422	15.1	393	99	25.2
May	21,549	2,137	9.9	379	93	24.6
June	16,208	1,786	11.0	376	109	28.9
Total	91,352	11,650	12.7	2,045	536	26.2

Source: National Labor Relations Board

Local 575 Wins Case For Member



Robert Noble (left), president of Teamster Local 575 in Newark, N. J., is shown presenting a \$783 check for back pay to Robert Bender (right) who benefited in an arbitration case won by the local at Frontier Chemical Corp., a division of Vulcan Materials. Third man in the photo is another Local 575 member, Tony Higgins.

Teamster Local 575 in Newark, N. J., recently won an arbitration case gaining reinstatement and backpay for a member employed by Frontier Chemical Co., a division of Vulcan Materials.

Robert Noble, Local 575 president, said the member involved was Robert Bender, an employee of the company for more than 7 years.

The union charged Bender was discharged by the firm for no just cause and took the dispute to arbitration where it was held that the Teamster should be reinstated in his job with \$783 in back pay without loss of seniority, including paid vacations and holidays.

Local 575 won an election at the Frontier plant in November, 1963. The workers had been represented formerly by a Painters local union.

● Bakery Ballot

A majority of driver salesmen employed by Southern Bakeries Co., of Cocoa, Fla., voted for Teamster representation in a recent National Labor Relations Board election.

S. J. Casella, president of Local 172 in Eau Gallie, Fla., reports the new unit has 10 members.

Teamsters Stalled

Chris-Craft Subsidiary Opposes Better Wages, Hours, Conditions

CHANCES ARE the rayon and nylon yarn used to make the carpeting in the new car you may buy this fall will have been produced by workers who, tired of substandard pay and conditions, joined the Teamsters a year ago and are being stalled on their first work agreement.

The manufacturer is Valley Processing Co., located at Dos Palos in the upper end of California's San Joaquin Valley. The company is a subsidiary yarn mill wholly-owned by the multi-million-dollar Chris-Craft Industries of Oakland, better known for its boat production.

Valley Processing's yarns are used chiefly by a Monterey mill—also controlled by Chris-Craft—for weaving carpeting, much of which is purchased by Ford, General Motors, and Chrysler for their auto production.

Wages or Welfare

The Teamsters, faced with a frustrating situation because they would rather work than go on welfare where they could receive more income, are members of Local 386 headquartered in nearby Modesto.

Production workers all, the 55 Valley Processing employees went Teamster in an election July 23, 1964, in which the Textile Workers Union was defeated on the National Labor Relations Board ballot.

Wendel J. Kiser, secretary-treasurer of Local 386, has been attempting since last September to negotiate a contract calling for a wage increase that would provide the Valley Processing workers with a decent standard of living.

Kiser says some 80 per cent of the mill workers are paid \$1.40 an hour or less—considerably below the average wage of \$1.75 an hour paid in New England states for the same type of labor.

The best offer the company has come up with is an increase of 5 cents an hour, which, of course, the Valley Processing employees negotiating committee refuses to consider.

"The tragedy of the situation," Kiser says, "is that many of the workers would be able to live better by

going on the public welfare rolls rather than working for Valley Processing."

On the basis of a 40-hour work week at \$1.40 an hour, the average worker at the Chris-Craft subsidiary earns \$239 a month before taxes, social security and other deductions. A family with three dependent children in the Dos Palos area is eligible for at least \$215 a month from public welfare, and, says Kiser, "that's tax free and the recipients receive medical care at no cost besides."

The mill workers want to work, however. As Kiser put it: "You can only call it that plain old American pride in being self-supporting."

Chris-Craft, Kiser noted, is not a poverty-ridden company. It has a big corner on the pleasure watercraft market and owns unrelated businesses such as Nafco Oil & Gas Co., and television stations KPTU-TV in Portland, Ore., and KCPO-TV in Los Angeles, Calif.

Crossroads

Kiser adds: "There is absolutely no justification for one of the businesses that Chris-Craft controls paying its workers less than they can get on public welfare."

If a contract agreement cannot be reached soon, Kiser said, it may be necessary to take economic action against Chris-Craft in general and Valley Processing in particular.

Teamster Local 386 recently filed unfair labor charges against Valley Processing of Dos Palos, Calif., charging the subsidiary of Chris-Craft Industries with refusal to bargain in good faith.

Wendel Kiser, Local 386 secretary-treasurer, commented: "This company seems to be doing its utmost to perpetuate poverty in the Dos Palos community and has not indicated in the slightest degree that it is concerned about human welfare or the raising of the economic level of its employees."

Western Dairy Council Asks LBJ To Ban Non Union Dairy Bids

The Teamsters Western States Dairy Council has urged President Johnson to take action which would make it impossible for non-union dairy firms paying substandard wages to use this as an advantage in bidding on government contracts to supply dairy products.

In a letter to the President, Dairy Council Chairman George Sebestyen informed Johnson that dairy unions in the West had endorsed the position outlined against Hadley Farms of Gaithersburg, Md., by Eugene Hubbard, of Teamster Local 246, Washington, D. C.

Hubbard earlier had protested to President Johnson by letter.

Hadley Farms is non-union and holds contracts with government institutions financed by taxpayers' dollars.

Sebestyen's letter reminded the President that firms in the construction industry "which do not meet prevailing wages and labor conditions in the area cannot be awarded contracts involving the expenditure of public funds. If the same type of procedure were developed for government purchase of commodities such as milk, we could avoid situations such as that described by Hubbard in which not only the workers themselves but also the taxpayers in general are subsidizing a sweatshop operation."

In requesting the President to give study of the situation top priority,

Sebestyen cited federal marketing orders for those who distribute and sell milk and added:

"If regulations can be set to establish fair and uniform prices, surely there is equal justification for regulations which would preserve fair and equitable labor conditions, as established by the majority of workers and their employers in an industry," Sebestyen declared.

● Cleaning Drivers

Teamster Local 366 has concluded a new 6-year agreement for some 200 retail and wholesale drivers employed by members of the Dry Cleaners and Rug Cleaners Assns., of Greater St. Louis, Mo.

William Frenger, Local 366 secretary-treasurer, said retail and wholesale drivers working on commission received increases retroactive to Dec. 1, 1964 and other gains through Dec. 1, 1967, which will bring the commission rate to 11 per cent. Commission rates on laundry work will gradually be increased to 14.5 per cent. A cost-of-living increase will become effective Dec. 1, 1969, for all commission drivers. Frenger said all drivers will receive the additional benefits of \$11.50 per month employer contributions to the local unions health and welfare fund, and the Central States pension program went into effect retroactive to April 1, 1965.

Officer Retires



Paul Davis (left), secretary-treasurer of Teamster Local 262 in Phoenix, Ariz., retired recently and is shown receiving his first Western Conference of Teamsters pension check from Bill Waggoner, president of Teamster Joint Council 71 in Phoenix. Davis also had served as an executive board member of the joint council.

Mississippi Boss Rapped by NLRB

An employer who used old-fashioned union-busting methods lost a National Labor Relations Board case involving Teamster Local 891 of Jackson, Miss., recently.

The Board upheld the trial examiner's finding that Dixie Highway Express, Inc., of Jackson had illegally refused recognition of Teamsters Local 891 which represented five of seven employees in the bargaining unit, unilaterally granted wage increases, and engaged in other "flagrant unfair labor practices designed to undermine employee support and to dissipate the union's majority."

The examiner also found that the employer had coercively interrogated employees concerning union activity, threatened employees with blacklisting, warned them that their advancement would stop because of their support of the union, solicited employee support for a petition of withdrawal from the union, and assigned new employees to the unit to dissipate the union's majority."

Dixie Express was ordered to bargain with the union upon request and to cease its illegal conduct.

Fast Thinking Prevents Possible Bad Accident

Fast thinking and quick action by Lloyd E. Wright, a member of Teamster Local 600 in St. Louis, Mo., recently prevented a possible serious accident.

Wright stopped a tractor-trailer from running into a parked automobile. He possibly prevented bodily injury to a dockhand who was in the trailer at the time.

Wright had just backed his own rig into a dock when he noticed that no one was in the tractor parked nearby. When he reached the dock he realized that the trailer was beginning to roll away.

The Teamster immediately threw a block under a wheel of the trailer and ran to the tractor. Climbing aboard, he started the engine and built up enough air to stop the rig from running into an auto parked on the opposite side of the street.

In California**'Hot Cargo' Law Nullified;
Driver Responsibility Shifted**

California Gov. Edmund Brown recently signed a bill nullifying the state's "hot cargo" law which had remained on the statute books even though it had been held unconstitutional by the courts many years ago.

Another law signed by the governor made the owner rather than the driver guilty of a misdemeanor when the driver unknowingly operates a vehicle that has been previously cited for an equipment violation of which the owner has been made aware.

Also signed into law was a bill requiring that traffic citation forms give the name and address of the registered

owner and lessee of the vehicle, thereby correcting a situation that often resulted in drivers being held responsible for violations that were the primary fault of owners.

The governor struck a blow against "gypo" carriers by signing a bill requiring state agencies, when shipping by private carrier or approving bids for such transportation, to take into consideration those carriers having collective bargaining agreements providing for prevailing wages and conditions of work.

Seeks N. J. Office

Joseph G. Biancardi, president of Teamsters Industrial and Allied Workers Local 97, and executive board member of Joint Council 73, is a candidate for the New Jersey Assembly. Biancardi, a Democrat, has an amazing list of achievements to his credit, both in the field of trade unionism and community service. Teamsters in New Jersey are out to elect him November 2nd.

**Board Orders
222 Members
Reinstated**

Affirming the trial examiner in a Teamster case, the National Labor Relations Board has held that the Board's power to remedy unfair labor practices is not limited by private agreements between the parties.

The case involved Teamster Local 222 and Breitling Bros., Construction Co., in Salt Lake City.

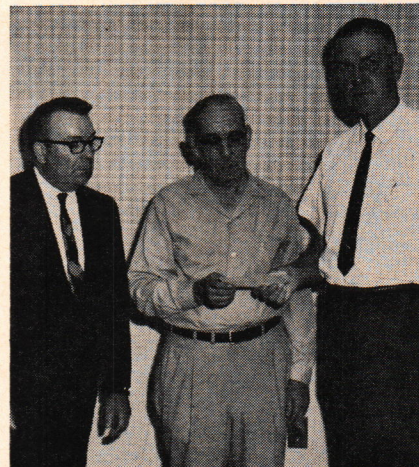
The employer, said the Board, violated the Act by discharging Richard Childs and Donald Sorensen for activity on behalf of the Teamsters.

In Sorensen's case, the company asserted that it was not obliged to reinstate him because he had "executed a document to the effect that he (Sorensen) would waive his right to reinstatement provided the company paid him the sum of \$300 in lieu of backpay."

However, the examiner ordered reinstatement and backpay for Sorensen as well as Childs, ruling that "the Board's power to remedy unfair labor practices is not limited by private agreements between the parties."

The Board continued: "Accordingly, the proper remedial action to cure the company's unlawful discrimination against Sorensen was not subject to final negotiations with Sorensen, but with the Board."

Breitling Bros., was ordered by the Board to cease infringing upon employee rights in any other manner.

New Pension Plan

Russell Gardner, Local 487, Mankato, Minn., receives the first benefits under a new pension program at Stokely-Van Camp. Program was negotiated last March, 1965, as part of a three year contract which covers approximately 700 members at Fairmont and Winnebago, Minn. Gardner had 25 years of service, first as a truck driver and as production checker when he retired. Shown with Gardner are Harold A. Krueger (left) secretary treasurer and business agent, local 487; and Ed Olsen (right) district manager for the company.

● Cinch Co. Contract

Some 230 employees of the recently-organized Cinch Mfg., Co., are now covered by a 5-year agreement negotiated by Teamster Local 688 in St. Louis, Mo.

Harold Gibbons, secretary-treasurer of Local 688, said the Cinch workers received an immediate 10-cent hourly pay raise, with four annual 7-cent hourly increases to follow through the life of the agreement.

Also gained were coverage by the St. Louis Labor Health Institute; a life insurance plan, and use of the local union's health and medical camp in Pevely, Mo.; participation in the local's medicare plan during the fourth year, and an improved vacation schedule calling for four weeks after 20 years on the job.

● Michigan Ballot

Driver salesmen employed by Interstate Bakeries Corp., a division of Dolly Madison Cakes, in Battle Creek, Mich., voted 100 per cent for Teamster representation in a recent National Labor Relations Board election.

Lee G. Brown, Local 34 business agent, said all five Interstate driver salesmen voted for the union.

One-Day Strike

Zoo Teamsters Win Gains In New 3-Year Agreement

Members of Teamster Local 481 employed at the San Diego, Calif., world-famous zoo won important concessions in a new 3-year contract after a 1-day strike recently.

The local union was forced to strike when negotiations broke down and the old contract expired. The agreement reached a day later provided substantially all improvements in wages and benefits originally sought by the members.

Ratification

James Barham, Local 481 secretary-treasurer, said the agreement was ratified unanimously and provided across-the-board salary increases each year for the life of the contract, plus important gains in vacation provisions, health and welfare, sick leave, holiday, and administrative clauses.

The local union has 143 members employed full-time at the zoo and another 130 members who work as part-time employees.

Barham called the strike very successful. He said:

"Not one union member crossed the picket line. It was very effective from the public standpoint, too. Usually 9,000 persons will visit the zoo on a weekday, but on Friday (the strike day) when pickets were posted only 3,000 persons entered the gates."

● Reno Dairy Pact

Teamster drivers and plant workers in the Reno, Nev., dairy industry gained 30 cents in hourly wage gains and other benefits in a new agreement negotiated by Teamster Local 533.

Hugo Wagner, Local 533 secretary-treasurer, said the dairy employees will come under a pension program next July. Other gains include an improved grievance procedure, sick leave, and adjustments in hours including a premium pay of 10 cents.

**IBT Board
Charters
New Jt. Council**

A new Teamster Joint Council was born last month with the issuance of a charter to Nevada Local Unions 14, 631, and 881.

These local unions were formerly affiliated with Jt. Council 42 in Los Angeles.

Nevada Local 533 in Reno remains affiliated with Joint Council No. 38 in Sacramento.

The charter for the new Joint Council, designated as Joint Council No. 95, with headquarters in Las Vegas, was approved by the Teamster general executive board at its Summer meeting in San Francisco.

Help Organizing

In applying for the charter, officials of the three local unions praised the services and cooperation they had received while members of Joint Council 42 in Los Angeles, but reasoned that distance from Los Angeles made affiliation difficult and that having a joint council of their own would facilitate organizing nonunion workers in their immediate areas.

The IBT executive board agreed.

**Leasing Firms
Liable for
Truck Defects**

Leasing firms which rent trucks and passenger cars are liable for any defects in them just as are manufacturers or dealers in actual sale, the New Jersey Supreme Court has ruled.

In its ruling, the court ordered a new trial of a negligence suit brought by a truck driver against a company which leases trucks and cars.

The driver brought the suit, saying he was injured in an accident caused by bad brakes on a truck rented from the leasing firm.

He said he had complained about the brakes to the company before the accident.

"The offering to the public of trucks and pleasure vehicles for hire necessarily carries with it a representation that they (the vehicles) are fit for operation," the court said in a 5 to 2 decision.

New Industry Goes Teamster

Hopstrack, Inc., (Hops Extract Corp. of America) has been operating in Yakima, Washington, for a year and a half, and its some 20 employees enjoy some of the best wages, hours and working conditions in the community thanks to a Teamster contract. The company makes a hop concentrate for breweries around the world. Shown here in a labor-relations huddle are (seated, left to right) Local 760 Secretary-Treasurer Jim Farrington; Jorge Barco, president of Hopstrack. Standing, left to right, are Business Agents Earl Collins and Ray Dietz, and Oscar Delapava, newly appointed manager of the firm. Barco and Delapava are from Bogota, Columbia, South America.

Airline Division Awaits Election Dates

Two elections were in the offing for the Teamsters Union Airline Division as *The International Teamster* went to press.

The National Mediation Board was in the process of determining election dates in response to filings by the Airline Division on behalf of 5,900 cargo and clerical employees at Pan American Airways, and 120 stock clerks employed by Western Airlines.

60 Per Cent

Pan Am's cargo and clerical workers, members of the Brotherhood of Railway Clerks, became dissatisfied with the 15-year affiliation and recently asked the Teamsters for aid. By the end of a one-month campaign, 60 per cent of the Pan Am eligible workers had signed Teamster recognition cards.

A National Mediation Board hearing recently established a class and craft division which permits the Airline Division to file for an election involving the Western stock clerks.

Warehouse Contract

Members of Teamster Local 169 in

Philadelphia, Pa., ratified a 3-year agreement providing across-the-board increases totaling 32 cents an hour over the life of the contract with Acme, A&P, and Food Fair markets in the area.

The agreement covering 1,700 warehousemen also contained improved health and welfare benefits and, provides for health insurance.

South Carolina Vote

A majority of drivers and warehousemen employed by Moreland Chemical Co., at Spartanburg, S.C., recently voted in favor of representation by Teamster Local 509 of Columbia, S.C.

Moreland manufactures and transports chemicals.

Texas Election

Three drivers for Texas Deliveries, Inc., of Corpus Christi, recently voted in favor of representation by Teamster Local 657 in a National Labor Relations Board election.

R. G. Shafer, president of Local 657, said the union has gained more than 450 new members this year in election victories.

NLRB Supports Local 996 In Grievance

An employer violated the Act when he refused to supply requested information to Teamster Local 996 of Honolulu in a case involving job promotion for a member, according to a recent National Labor Relations Board decision.

The Board upheld the examiner in the case involving Wendell Aken, a member of Local 996, and Lewers & Cooke, Ltd., of Honolulu.

The information had been requested to assist the union to arbitrate a grievance in behalf of Aken who claimed that two employees junior in length of service to him had been appointed to a job for which he had applied.

Lewers & Cooke, however, stated that seniority was immaterial because Aken did not meet the qualifications as did the junior employees. Subsequently, Local 996 requested work reports for all three of the employees. The company contended that since the union had already decided to go to arbitration, that it was not obliged to furnish the information.

The examiner ruled that the decision of whether or not the union had decided to go to arbitration prior to the request for records was immaterial. Said the examiner:

"The reports would be necessary for the union to intelligently present a case for Aken at the arbitration proceeding. Obviously, if the union were going to argue that certain data obtained with reference to damage reports supported Aken's claim, access to such information must be available—or the union would be rendered ineffective at Aken's advocate."

The company was ordered to furnish the union with the information upon request.

Rodeo Champ



Scheduled to compete in the National Rodeo at Kansas City in September is Robert J. Harvey (center), a member of Teamster Local 317 in Syracuse, N.Y. Harvey, winner of the New York State tank-truck driver championship, is shown receiving congratulations on the trophy from his employer, Robert Martin (left), terminal manager for Bonded Freightways, Inc., and Roger Wilson, operations manager.

Five collective bargaining seminars sponsored by Joint Councils are scheduled in the Eastern Conference of Teamsters this fall. They are:

- Joint Council 53 at Philadelphia, Pa., Sept. 13-15.
- Joint Council 10 at Boston, Mass., Sept. 29-31.
- Joint Council 73 at Newark, N.J., Oct. 24-26.
- Joint Council 46 at Buffalo, N.Y., Oct. 28-30.
- Joint Council 64 at New Haven, Conn., Nov. 16-18.

What Goes Here

Labor-Management Policy Again Topic for High School Debaters

"WHAT POLICY in labor-management relations will best serve the people of the United States?"

That's the "problem" that thousands of high school students will debate across the land in the 1965-66 academic year.

Broken down into propositions, the students will specifically debate the following:

Resolved—That the federal government should adopt a program of compulsory arbitration in labor-management disputes in basic industries.

Resolved—That the federal government should prohibit the requirement of union membership as a condition of employment.

Resolved—That the federal government should prohibit industry-wide collective bargaining.

Those in organized labor are apt to wonder—in view of the close-to-home nature of this year's debate topic—where, how, and by whom the resolutions are devised.

Debate Topics

The question is especially pertinent when it is remembered that only a few years ago, in the 1959-60 academic year, the debate problem area was exactly the same: "What policy in labor-management relations will best serve the people of the United States?"

Then, however, the resolutions were worded somewhat differently although covering basically the same ground. In 1959-60, high school students debated:

Resolved—That Section 14(b) of the National Labor Relations Act should be repealed.

Resolved—That the federal government should substantially increase its regulation of labor unions.

Resolved—That the federal government should require arbitration of labor disputes in all basic industries.

The debate topics are determined annually in a December meeting sponsored by the Committee on Discussion and Debate, a standing committee of the National University Extension Assn., with power to act in the in-

terest of the high school leagues throughout the United States.

Representatives from some 40 state high school debating leagues select three problems which are submitted to a referendum among the leagues. The problem winning approval is then announced by the Committee as the national high school debate topic for the year. The various leagues are free to accept or reject the proposed topic, but most of them ratify the national choice.

Debate topics have been offered to students on this national basis since the 1928-29 school year. From then until the 1951-52 school year, only a single resolve was offered. Since then, a trio of debate questions has been determined each year.

Once the debate problem is selected, the Committee on Discussion and Debate then devotes its energies toward supplying the cooperating leagues with background material concerning the problem.

Sen. Karl E. Mundt, South Dakota Republican famed for his voting record against pro-labor legislation and for anti-labor legislation coming before the Senate, is president of the executive council of the National Forensic League. The National Forensic League is composed of high school speech associations that sponsor prep debates. The National Forensic League exerts considerable influence in the selection of the national debate topic each year.

One way in which the Committee gets materials, according to Charley A. Leistner, director, is to solicit and distribute information relevant to the problem. Said Leistner in reply to an inquiry from *The International Teamster*:

"The free materials have included debate kits prepared by interested organizations and pressure groups, governmental pamphlets and studies, periodicals and books distributed through the contributions of individuals or organizations, and hardcover books for which a special paperback printing has been arranged and paid for by

Protesting Job Phase-Out



These stock clerks at Cocoa Beach, Fla., display some of the more than 10,000 letters written recently during a mailathon in which workers and Cocoa Beach citizens protested to Washington the Defense Department phase out of jobs. Scheduled to lose their jobs to civil service employees are some 900 supply personnel of Pan American Airways at the spaceport and at Patrick Air Force Base. Supply jobs under the Pan Am contract are manned by union members of the Teamsters, Transport Workers and the Railway Clerks. Letters went to President Johnson, Defense Department officials and many members of Congress.

contributions solicited directly by the Committee on Discussion and Debate."

The Central Conference of Teamsters responded recently to a plea from Leistner when he noted that regarding the debate problem this year "the materials submitted for free distribution are weighted against the trade union point of view."

Leistner continued: "This is a matter of concern both to the League for Industrial Democracy, whose support of the labor movement is well known, and to the Committee, which seeks a balanced presentation of viewpoints."

To help restore the balance, the Central Conference of Teamsters donated \$3,000 to permit the League to engage its board member, Thomas R. Brooks, to extract from his book, "Toil and Trouble," a pamphlet of 10,000 words for free distribution to high school debaters. The pamphlet will illustrate trade union views regarding the 1965-66 debate topics.

Already in the stable of free materials given to the Committee for distribution to students are kits from such arch-union foes as the National Assn., of Manufacturers, the U.S. Chamber of Commerce, the National Right to Work Committee, and so forth. Thus, the Central States contribution was more than proper and welcome to the program in which high school students will argue the resolutions.

In addition to the free materials distributed by the Committee, the Forensic Quarterly published by the Committee carries a set of articles applicable to the debate questions. The Committee also makes available a pertinent library that can be pur-

chased by the various high school leagues.

It is worth noting the subjects of national debate topics in recent years. Generally, they have ranged over broad areas such as foreign trade policies of the U.S., educational opportunities, farm policy, foreign aid, etc.

The labor-management problem of 1959-60 and reiterated this year with slightly differently worded debate topics is the only one to be repeated.

Curiously, there have been no debate problems that would have seemed obvious in terms of being more pressing to the welfare of people—such as poverty, unemployment, consumer needs, and morals in the marketplace (price-fixing).

Perhaps it is not so unusual, on the other hand, that these subjects have not become topics for debate when it is remembered that the problems are determined by a group that is more responsive to local education administrators and school boards than to common people engaged in kitchen and front porch arguments.

Overlooking the ivory tower deficiency, the work of the Committee on Discussion and Debate is carried on in the belief that young people need to learn how to inquire into questions through discussion, and that every citizen should be able to advocate justly, wisely, and effectively what he believes to be true.

In that respect, Teamsters Union affiliates everywhere undoubtedly will be more than happy once again to help the local youngster prepare arguments against compulsory arbitration, the open shop, and prohibition of industry-wide collective bargaining in the 1965-66 academic year.

alteration in the existing terms or conditions of employment, the Congressional policy embodied in the Act requires that the employees be given the opportunity to have their chosen representative bargain collectively with their employer about the proposed change . . ."

Hypothesis about what the union might have done, the Board said, was irrelevant. "What is relevant is that the (company) gave the union no advance notification, and hence no opportunity to ask for bargaining over the reductions."

The Board agreed with the examiner that Kinard Trucking Co., had violated the Act by bargaining directly with its employees.

It ordered the employed to cease the unlawful conduct, revoke the reduction in wages, and to reimburse the workers for losses suffered "because of the unlawful decrease in wages."

Backpay—Interest

Teamster Local 745 in Dallas, Tex., won a case when the Board upheld the trial examiner who ruled that Glazer's Wholesale Drug Co., Inc., in Dallas, violated the Act by interrogating employees about their activity on behalf of the Teamsters, and threatening workers with discharge for engaging in union activities.

Glazer's was ordered to reinstate Guadalupe Carreon and Cruz Dominquez with backpay and interest. The men had been fired for union activity.

The Board agreed with the trial examiner in another case that Liberty Scrap Materials, Inc., of Cincinnati, Ohio, was guilty of unlawfully discharging Hartford Edwards, Mack Johnson, and Jesse James Brown because of their activities on behalf of Teamster Local 105.

The employer was ordered to cease unlawful conduct and offer backpay to the three men who had been rehired, plus reinstatement in Brown's case inasmuch as he had returned to work inferior to his previous job.

Tallahassee Coca-Cola Bottling Co., in Florida was ordered by the Board to bargain, upon request, with Teamster Local 991 of Mobile, Ala., after hearings on a union complaint that the employer refused to bargain with the certified representative, Local 991.

The employer had claimed that the Board had erroneously found the unit appropriate in an earlier representation case, and thus it had no duty to bargain. The Board decided Tallahas-

Board Gives Six Decisions Favorable to Teamster Cases

Six decisions—one of them reversing the findings of the trial examiner—were rendered favorably on Teamsters Union cases in recent weeks by the National Labor Relations Board.

One of the most unusual cases involved the employer's violation of the Act by decreasing wages without giving notice to Teamster Local 667 of Memphis, Tenn.

After a complaint was filed by Local 667 against Kinard Trucking Co., Inc., of Tupelo, Miss., the ex-

aminer ruled in favor of the company following a subsequent hearing.

The examiner concluded that it would have been futile for the company to give the union advance notice and an opportunity to bargain because six months earlier the union "had shown its own inability to bargain on the subject."

The Board reversed the examiner, however. It noted that "where an employer desires to effect wage reductions or make any other substantial

see Coca-Cola's defense had no merit.

The Board agreed with the trial examiner that Mole Oldsmobile, Inc., of Amityville, L. I., N. Y., violated the Act by refusing to bargain with Teamster Local 868 of New York City.

In addition to the examiner's findings, the Board held that the employer—successor to a previous owner of the firm—was under the same duty to bargain.

Furthermore, the Board ruled that Mole Oldsmobile unlawfully discharged Andy Anson, Joe Dale, and Joe Witherspoon for their activity on behalf of the union.

The company was ordered to cease its unlawful conduct, to reinstate the three men with backpay and interest,

and to bargain collectively with the union, upon request.

Agreeing with the trial examiner, the Board held that Associated Beer Depots, Inc., of Milwaukee, Wis., violated the Act by refusing to recognize Teamster Local 200.

In so ruling, the Board held that the employer's demand for an election was not based upon any good-faith doubt of the union's majority status or the appropriateness of the unit. The Board also noted that the unilateral grant of a wage increase and added insurance benefits by the employer—plus unlawful interrogations—constituted further violations.

Associated Beer was ordered to cease the unlawful conduct and bargain upon request of the union.

"The fact that the trucking industry will be able to secure more adequate financing will play an important role in acquiring specialized equipment and in automating many phases of the transportation of goods from one place to another. The trucking industry will make better use of computers and other developments of our advancing technology to trim costs and improve services to the shipper."

Discussing the trucking industry's "important inherent advantages," the survey remarked:

"Outstanding among these are the flexibility and quick door-to-door service that this industry alone can offer. As the suburbs grow and industry continues to decentralize, the attributes of the trucking industry will enable it to play an even more important role in the marketing and distribution activities of the economy."

Among other conclusions reached in the United California Bank survey were:

—The number of carriers for the nation as a whole will decline from an estimated 15,300 in 1964 to about 14,000 by 1970 through merger and acquisition.

—Total revenue of regulated freight carriers (all modes) in the United States will exceed \$25 billion by 1970.

By 1970

Truck Industry Revenue To Approach \$13 Billion

THERE is a prediction that trucking industry revenues will increase at an average annual rate of 5.5 per cent in the next five years, reaching a yearly total of nearly \$13 billion by 1970.

Making the prediction recently was the United California Bank in a study reported in *Transport Topics*, the leading trade magazine.

Entitled "The 1970 Outlook for the Trucking Industry," the study was prepared by United California Bank's economic research and planning staff which concluded that by 1970 the trucking industry will be able to expand its revenues by almost 40 per cent over the 1964 income.

The study stated: "The \$12.7 billion in revenues that truckers will receive in 1970 represents an increase of \$3.6 billion over 1964. Significantly, the revenues of the larger carriers will increase faster than those of the total industry. By 1970, it is expected that Class I and Class II companies will receive more than 86 per cent of the total industry revenues."

Structurally, the industry will undergo some vital changes according to the survey in that the trend toward fewer and larger carriers is a continuing one.

"Larger firms," said the report, "will be more efficient than the small firms of the past. They will be able to undertake many more tasks and

studies in improving their operations and services. However, we cannot undermine the advantages in flexibility and service of the small firm."

In the terms of technological progress, the report said:

Safety Citation



Robert A. Tilidetzke (center), a member of Teamster Local 43 in Racine, Wis., is shown receiving a National Safety Council certificate for heroic action in saving the life of a fellow driver, William C. Alberth (left), in a 3-truck smashup. Others taking part in the ceremony are Mrs. Tilidetzke, Rea I. Hahn (right), and Merritt D. Hill. Hahn and Hill are officers of the J. I. Case Co., which employs Tilidetzke and Alberth.

Motor carriers will receive more than 50 per cent of these revenues, up from 35 per cent in 1955.

—The operating margin per inter-

city ton has widened in recent years and reached a record high of 70 cents in 1963. This margin is expected to increase to \$1 per intercity ton by 1970.

which were then distributed among the employees for signing and mailing to the union.

"By this means, the company procured the resignation from the union of all but two of the 46 employees, currently working, whose names had been sent the company as union members. These two employees were then discharged. The union in the Watts plant was wiped out."

Another violation, but more reprehensible because Stevens tried to set father against son, occurred in another plant. Examiner Ruckel found:

"The two Cudds (Jesse and Donald), father and son, were the sole known union members in the company's Whitmire, S. C., plant. The company discharged the son and then sought to persuade the father, who had spent close to 50 years in Stevens' employ, to resign and cooperate with the company in running the son out of the community. When the company failed to induce the father's resignation, it discharged him. The union was eliminated in the Whitmire plant."

The hearing on the unfair labor practices charges against the Stevens company was conducted over a 6-month period at 20 textile plants and resulted in a 12,000-page anti-union record.

Needless to say, Examiner Ruckel recommended that Stevens be ordered to cease its unlawful conduct, reinstate the 69 fired workers with back-pay and interest, and make other amends.

Excise Cut To Save Families \$57 Each

IT HAS BEEN estimated by the Treasury Department that it will be possible for the average American family to save as much as \$57 a year as a result of the excise tax cut recently signed into law by President Johnson.

Cuts in excise taxes will total approximately \$4.6 billion in the next three and a half years. Theoretically, the move is supposed to help the economy by leaving more money in the pockets of low and moderate-income families. It is the low income groups that have most felt the excise tax burden since the levies were imposed as emergency war-time measures more than 20 years ago.

Stevens Mills

Examiner Rules 'Friend of Labor' Guilty of Unfair Labor Practices

NO SOONER had the House of Representatives passed the bill to repeal Section 14(b) of the Taft-Hartley Act, than the National Labor Relations Board released the report of a trial examiner's decision setting back one of the most vocal supporters of the law's right-to-work provision.

J. P. Stevens and Co., Inc., with textile mills in North and South Carolina, was found by Trial Examiner Horace A. Ruckel to be guilty of discharging 69 employees for activity in behalf of the Textile Workers Union.

The company, one of the largest in the country, is headed by Robert T. Stevens, once Secretary of the Army under former President Eisenhower.

Stevens—another one of those "friends of labor"—spent a lot of time talking during the 14(b) campaign about how workers should continue to have available to them the joys of the open shop in the Carolina right-to-work states.

Two Holidays

He attracted a lot of attention a couple of months ago when he announced that all Stevens employees were going to get two paid holidays a year—which, while it might have been a big thing in the right-to-work Carolinas, provoked nothing but guffaws from non-RTW states where workers have enjoyed four times or more paid holidays a year under union contracts.

Trial Examiner Ruckel said the Stevens company, with the intention of chilling the Textile Workers Union, used its plant supervisors to engage in the following unfair labor practices:

—Spied upon employees' activity in support of the union.

—Interrogated employees about such activity by them or other workers.

—Threatened a plant shutdown if the union won certification as bargaining representative.

—Questioned job applicants about their union sympathies.

—Refused overtime work to employees to discourage support of the union, and altered work conditions to defeat the union.

—Encouraged or permitted employees to engage in anti-union activity while prohibiting them from such activity in behalf of the union.

—Interrogated and intimidated employees about statements given to NLRB agents, and discharged or otherwise discriminated against employees for giving testimony under the Act.

—Intimidated and coerced employees, and encouraged and assisted them in withdrawing from the union.

Altogether, 82 Stevens workers were discharged but the examiner found that 69 firings were for unlawful, discriminatory reasons. The examiner noted:

"In the instance of the discriminatory discharges . . . the triggering act was clearly the employee's advising the company that he had joined the union. The write-up or discharge, or both, followed as quickly as a pre-text could be found. Frequently, it was found the same day.

"In many instances, the write-ups would be the first ever received by the employee during a long course of employment, or the first received for many years, or the first for the same alleged dereliction."

Examiner Ruckel continued:

Company Services

"It was in the Watts plant (near Greenville, S. C.), however, that the company's efforts to drive employees out of the union, or out of the company's employ, perhaps reached its finest fruition.

"Here the company furnished anti-union employees the services of its typewriters and mimeograph machine, and the services of an employee to reproduce withdrawal announcements

Teamster Testimony

Safety Protections Needed For Tow Vessel Workers

ESTABLISHING minimum standards of safety would give protection to all workers in the towing vessel industry, said Sidney Zagri, Teamster legislative counsel, in testimony recently before the House Merchant Marine and Fisheries Committee.

Zagri called for inspection, regulation, and licensing of diesel-powered vessels in the same manner as steam-powered vessels are covered.

The Teamster spokesman said proposed legislation favored by the International Union would serve the goals of protecting life and improving conditions "under which human beings can find a degree of security and self respect."

He said that if the presently unregulated inland water carrier industry were regulated and integrated into the present common carriage system under the supervision of the Interstate Commerce Commission, that it would be the first step in bringing order out of chaos and a measure of stability to the industry.

Accidents Increase

Zagri cited history to show the manner in which steam-powered vessels—once queens of the nation's navigable waterways—declined to a point of near annihilation as diesel-powered vessels took over.

In the past 25 years, Zagri said, the previously regulated industry has become almost completely unregulated. He added:

"During this period, the accident rate has greatly increased in ratio to the towing vessels in the industry."

Bureau of Customs statistics show that while towing vessels increased in number by 24 per cent in the 1951-61 period, accident rates jumped 265 per cent.

Zagri, who was accompanied to the hearing by members of Teamster Local 54 (Marine Officers Association), said:

"It is our contention that the increase of accidents was in direct ratio to the decrease of regulation. An analysis of the accidents during this period reflects the existence of extremely hazardous conditions as standard operating procedures and the em-

ployment of untrained, incompetent, and unlicensed personnel."

Zagri said that 99 per cent of inland waterway towing vessels are not inspected. He estimated that 50 per cent of the crews on the vessels are unlicensed. The direct result, he said, is the operation of towing vessels in a hazardous manner to maximize profits.

As an example of the industry's dedication "to profits first and safety last," Zagri referred to the example of a major oil company that in its operations on the Ohio and Mississippi Rivers habitually combines in one tow, barges containing molten asphalt and gasoline. He said:

"The molten asphalt barges have open-flame heating devices to keep the

asphalt at 270 degrees Fahrenheit throughout the period of the tow. The fires are maintained despite the fact that gasoline-loaded barges are traveling alongside or immediately behind.

"Can you imagine having a double tractor-trailer with explosives in one trailer and a lighted road-tar melting device on the second trailer?"

The Teamster legislative counsel said it was ironical that the Coast Guard's regulation ends when the towing begins—and resumes when the towing ends—where dangerous cargoes are concerned.

Furthermore, many non-union tow vessels are under-manned and do not conform—in terms of deck watch safety precautions—with union contracts negotiated by Teamster Local 54 which require that workers will not be required to engage in activity "in violation of a government regulation relating to safety of person or equipment."

Zagri said that contrary to the fears

A Good Call



of the tow industry, regulation would not drive legitimate operators out of business. If anything, regulation would serve to sink the fringe operators—the “gypsies” of river traffic—who exploit labor and use unsound equipment.

Internal Revenue Service figures for the years 1958-62 indicate that total

receipts of the waterways industry have increased 21 per cent. In the same period, net income has gone up 47 per cent, and stock dividends have jumped at least 25 per cent.

In other words, Zagri said, the industry is well able to afford any changes it might have to make to meet any imposition of safety standards.

transportation, Zagri said the separate category would “encourage the operation of Parcel Post as a freight business rather than as a part of the mail operation.”

Legislation

IBT Opposes Parcel Post Bill As Collective Bargaining Threat

THE TEAMSTERS Union has gone on record against a bill before Congress that would repeal the requirement that the Postmaster General fix rates only with the approval of the Interstate Commerce Commission, and that such rates recover full cost with a leeway of 4 per cent either way.

“Repeal of this basic provision does violence to the principle of accountability and opens the door to unlimited government subsidization of the Parcel Post industry,” said Teamsters Union Legislative Counsel Sidney Zagri as he testified against the proposed repeal in a hearing conducted by a House Postal Rates Subcommittee.

Fair Labor Contracts

Continued Zagri:

“The Teamsters Union opposes this measure because it constitutes a direct threat to the system of free enterprise, competitive business, and free collective bargaining.

“The trucking, parcel and express industry, to which the membership of the International Brotherhood of Teamsters contribute their work and from which they receive their wages, has evolved under free competition and fair labor contracts.”

Zagri said the proposed repeal marked a departure from traditional congressional policy favoring the strengthening of the private for-hire truck industry and establishing Parcel Post as a mere supplement.

Among the other reasons he urged defeat of the proposal, were:

—The plan violates the sound business principle of accountability and destroys motivation for efficiency and economies by eliminating the cost-recovery principle.

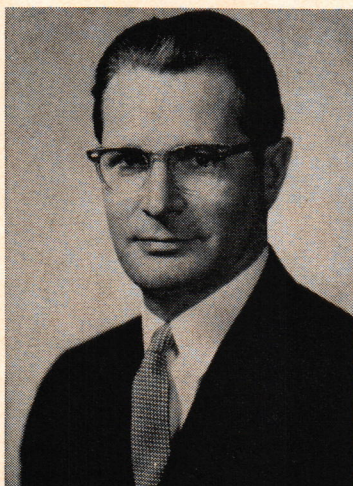
—It injects politics into the science of rate making and destroys the technical efficiency of the rate-making process presently employed by the Postmaster General and the ICC.

—Finally, there is no need to abandon tried and true principles.

As an alternate policy, Zagri suggested, Parcel Post could be established as a distinct category, separate and apart from fourth class mail.

Pointing out that the Post Office is concerned with communication and that Parcel Post is concerned with

Supports 14(b) Repeal



One of labor's friends in the battle for repeal of 14(b) is Mass. Lt. Gov. E. L. Richardson. He has written the Mass. congressional delegation, saying:

“I respectfully urge you to vote for repeal of 14(b) in the interests of successful labor-management relationship in the country.”

Doctors Threat Could Scuttle Medicare

MEMBERS of the American Medical Association who are planning to boycott the newly-enacted Medicare program may be suspending that fabled two-edged sword of Greek mythology over their heads by a thread of arch reaction.

When the thread breaks and the sword falls, it can cut two ways; patients also can exercise a boycott.

The Association of American Physicians and Surgeons, a one-purpose organization made up of AMA members violently opposed to “socialized medicine” since 1943, has asked its members to boycott Medicare.

A resolution passed recently by the AAPS board of directors read in part:

“The AAPS recommends a policy of non-participation to all physicians as the only legal, moral, and ethical means of concretely expressing their complete disapproval of the spirit and philosophy behind these amendments to the basic Social Security Act.”

No Compulsion

In non-participation, the AAPS explained, the doctors would refuse to fill out the forms necessary to collect for medical care of eligible elderly patients. There is no language in the Medicare Act to compel doctors to participate in the program.

Not long after the AAPS resolution was directed toward 15,000 members of that organization, the larger, more powerful American Medical Association hierarchy became apprehensive upon remembering that Medicare is now part of the law of the land.

Some hasty legal research prompted the AMA board of trustees to warn that any physicians “acting in concert through medical organizations” who refuse to participate in the Medicare program would come under provisions of the Sherman Antitrust Act.

But the AMA board, still hewing to the anti-medicare principle, added that any doctor “acting independently and not in concert with others” can legally refuse to accept any person as a patient under Medicare.

How the House Voted on 14(b) Repeal

(As the September issue of the International Teamster went to press, the House of Representatives had passed repeal of Section 14(b). Repeal has been favorably voted by a senate subcommittee, but there has been no action by the full Senate Labor Committee. At press time, no date was set for bringing the measure to the floor of the Senate. Below is the tabulation of the vote for repeal in the House.)

(F-For A-Against)

ALABAMA

A Andrews (George)
A Andrews (Glenn)
A Buchanan
A Dickinson
A Edwards
A Jones
A Martin
A Selden

ALASKA

F Rivers

ARIZONA

A Rhodes
F Senner
A Udall

ARKANSAS

A Gathings
A Harris
A Mills
A Trimble

CALIFORNIA

A Baldwin
F Burton
A Clausen
F Cohelan
F Dyal
F Edwards
A Gubser
F Hagen
F Hanna
F Johnson
F Leggett
A Mailliard
F McFall
F Miller
F Moss
F Sisk
A Talcott
A Teague
F Tunney
A Utt
F Van Deerlin
A Wilson, Bob
A Younger
A Bell
F Brown
F Cameron
A Clawson
F Corman
F Hawkins
F Holifield
A Hosmer
F King
A Lipscomb
A Reinecke
F Roosevelt
F Roybal

* Did not vote

A Smith
F Wilson, Charles

COLORADO

A Aspinall
F Evans
* McVicker
F Rogers

CONNECTICUT

F Daddario
F Giaimo
F Grabowski
F Irwin
F Monagan
F St. Onge

DELAWARE

F McDowell

FLORIDA

A Bennett
A Cramer
A Fascell
A Fuqua
A Gibbons
A Gurney
A Haley
A Herlong
A Matthews
F Pepper
A Rogers
A Sikes

GEORGIA

A Callaway
A Davis
A Flynt
A Hagan
A Landrum
A Mackay
A O'Neal
A Stephens
A Tuten
A Weltner

HAWAII

F Matsunaga
F Mink

IDAHO

F White
A Hansen

ILLINOIS

A Anderson
A Arends
A Erlenborn
A Findley
F Gray
A McClory
A Michel
F Price
A Reid
F Schisler

F Shipley
A Springer
F Annunzio
A Collier
F Dawson
A Derwinski
F Kluczynski
F Murphy
F O'Hara
F Pucinski
F Ronan
F Rostenkowski
A Rumsfeld
F Yates

INDIANA

A Adair
F Brademas
A Bray
F Denton
A Halleck
F Hamilton
A Harvey
F Jacobs
F Madden
A Roudebush
F Roush

IOWA

F Bandstra
F Culver
F Greigg
A Gross
F Hansen
F Schmidhauser
F Smith

KANSAS

A Dole
A Ellsworth
A Mize
A Shriver
A Skubitz

KENTUCKY

A Carter
F Chelf
F Farnsley
F Natcher
F Perkins
A Stubblefield
A Watts

LOUISIANA

F Boggs
A Hebert
A Long
F Morrison
A Passman
A Waggonner
A Willis

MAINE

F Hathaway

F Tupper

MARYLAND

F Fallon
F Friedel
F Garmatz
F Long
F Machen
A Mathias
A Morton
F Sickles

MASSACHUSETTS

A Bates
F Boland
F Burke
A Conte
F Donohue
F Keith
F Macdonald
McCormack
(Speaker)
A Martin
F Morse
F O'Neill
F Philbin

MICHIGAN

A Broomfield
A Cederberg
F Clevenger
A Chamberlain
F Farnum
A Ford, Gerald
A Griffin
A Harvey
A Hutchinson
F Mackie
F O'Hara
F Todd
F Vivian
F Conyers
F Diggs
F Dingell
F Ford (Wm.)
F Griffiths
F Nedzi

MINNESOTA

F Blatnik
F Fraser
F Karth
A Langen
A MacGregor
A Nelsen
F Olson
A Quie

MISSISSIPPI

A Abernethy
* Colmer

(Continued on page 28)



**Driverless Tow Trucks
Paid for by Savings
On Labor Costs**

THE UNDERLYING story behind the sensational announcements of the application of advanced technology in industry is that men are losing jobs, that those men are consumers whose buying power has been cut off at the pay check.

Recent announcements of automated materials handling "break-throughs" by several companies all stressed the point that the automation was expensive but savings in labor costs would soon pay the bill.

One company which began operation last month of three "driverless tow trucks" in its warehouse and production areas revealed that the freight handling system cost over \$50,000, but should pay for itself in a year by replacing at least three men, helping supplant a dozen conventional forklift trucks and saving production time.

The company was the Traveler boat plant of the Stanray Corporation. It began operation of three tow trucks which hauled windshields, engines and deck assemblies around its Danville, Illinois boat plant, with no drivers aboard.

Reporting on the system, the *Wall Street Journal* described it this way:

"The trio of self-propelled trucks, resembling tiny diesel locomotives pulling miniature flatbed cars are guided by built-in electronic sensors that follow a magnetic wire imbedded in the plant floor."

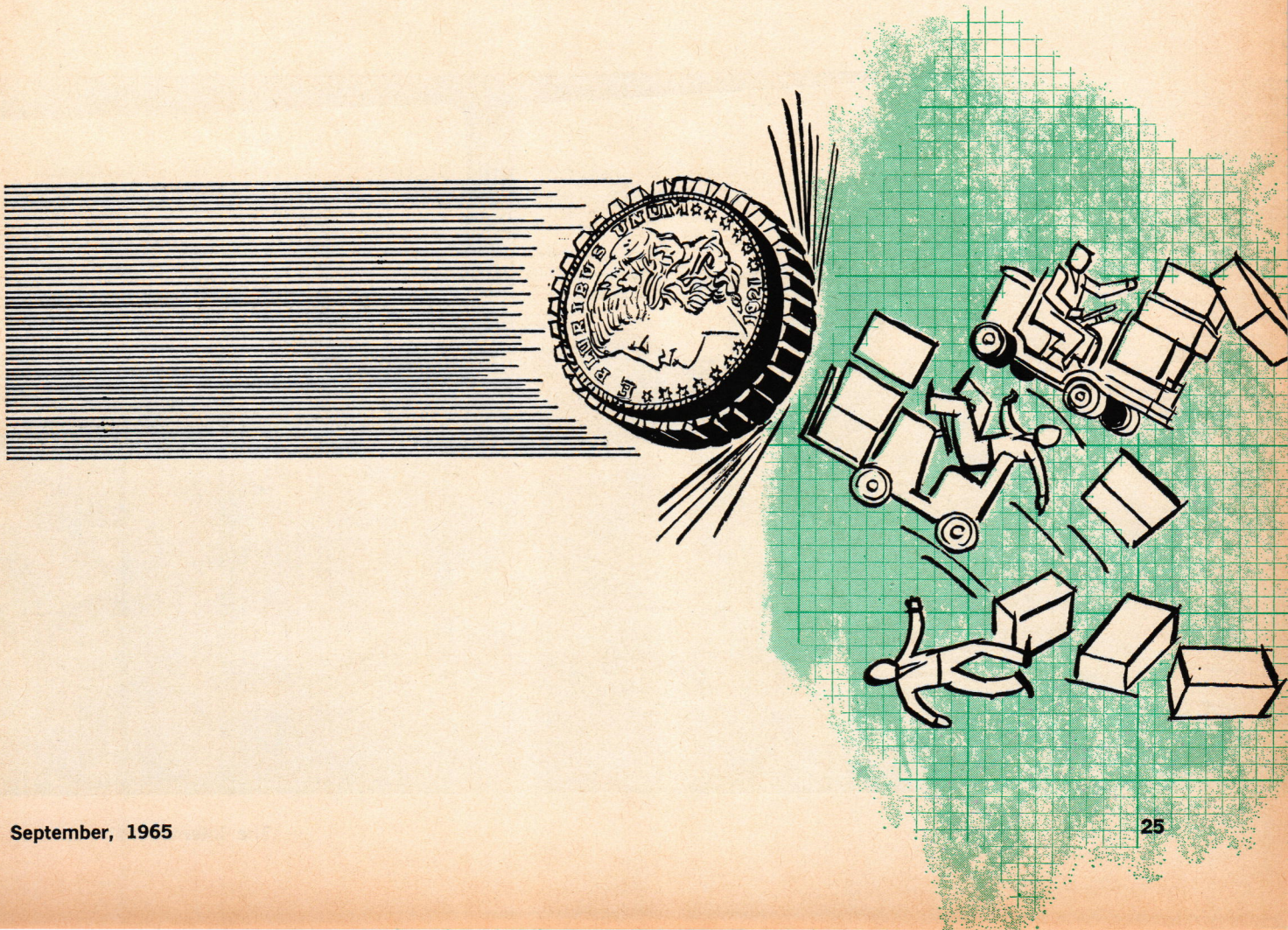
To underline the versatility of such materials handling devices, it is reported that the tow trucks will open doors for themselves automatically, beep when someone steps in their way, and even stop if they bump into anything.

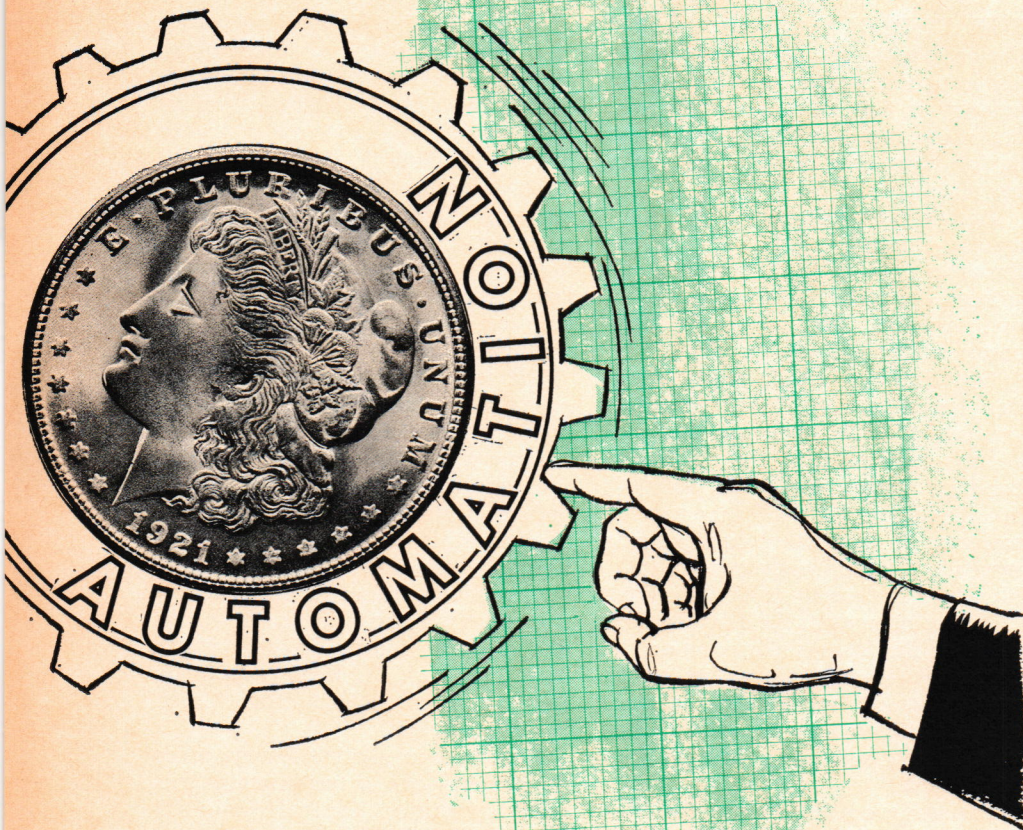
But the boat company is not the only firm in recent weeks to begin the use of automated trucks.

Reports the *Wall Street Journal*:

"Hundreds of other companies are finding such self-operated vehicles can thin their labor ranks, slash their handling costs and reduce damage to their products and materials. The tow trucks can zip through a narrow aisle like a bullet moves through a gun barrel, says M. W. Reed, sales manager of Barrett Electronics Corp., Northbrook, Ill."

Reports from market surveys taken for Barrett—one of two concerns currently producing the vehicles—indicate that 5,000 self-propelled vehicles





will be traveling the floors of U.S. factories and warehouses by 1970.

Barrett and the other maker, Jervis B. Webb Co., of Detroit, count 800 self-propelled units currently in industry use—doing jobs ranging from hauling tires to parts picking.

Underscoring the job loss problem are the announcements of other systems already in use.

Merck, Sharp & Dohme says it cut wages \$21,000 annually by using two \$25,000 driverless vehicles to haul animal cages to and from daily washings.

Armstrong Rubber substituted a \$90,000 system with six self-steering tractors for conventional overhead trolley and chain hook conveyors two years ago when it built its Hanford, California tire plant.

Tractors move so-called "green" tires from their molds to curing areas by eliminating a sorting process required when the tires are moved on overhead hooks.

This \$90,000 system paid for itself in 30 months, according to company officials, by replacing 12 to 15 wage earners.



A Hudson, Ohio, parts warehouse of GMC's Euclid earthmover division, uses three of the tractors to make more efficient use of storage space. Euclid stacked its spare parts in bins along three narrow aisles and runs the vehicles between them.

A platform on each truck lifts employees as high as 14½ feet so they can pluck parts from the top shelves.

Methods Supervisor C. Robert Warner says:

"We once had five men patrolling 20 aisles with bins for 44,000 parts at floor level, but now with only three men, part-picking efficiency is up 30 per cent."

Self-steering factory tractors sell for \$10,000 to \$20,000, plus the cost of wire track and auxiliary equipment. Comparable driver-operated vehicles cost only \$4,000 to \$11,000.

But producers find the higher price of the driverless units no drawback to sales.

Jervis B. Webb Company expects its sales to jump to \$4.5 million from \$1.2 million last year, and only \$150,000 three years ago.

Barrett Electronics says its vehicle volume will double this year to \$3 million, up to \$800,000 two years ago.

To indicate the potential for such labor saving devices, the giants of equipment manufacturers plan to get into the field. Clark Equipment Company's industrial truck division in Battle Creek, Michigan, is experimenting with five models that "can stack and retrieve factory products by themselves" and "may be on the market in the next five years," says Clark VP Bert E. Phillips.

What's directly in store?

This Fall, Xerox Corporation expects to boost materials handling efficiency by 50 per cent with the installation of a \$20,000 driverless vehicle system at its new \$2 million parts and chemicals warehouse in Webster, N.Y.

"This system will pay for itself in a year and reduce product damage by moving in a fixed path and replacing fork lift trucks that drivers sometimes bang into walls or each other," says Richard Welty, project engineer.

What is not told in the press releases and statements by corporation

officials and materials handling vice presidents is what happens when the five o'clock whistle blows.

Little driverless tow trucks follow a magnetic wire embedded in the plant floor to their domicile for the night, a neat niche in the warehouse.

The workmen they replaced used to follow a chosen route home through commuter traffic, stopping on the way home to pick up groceries and other consumer items.

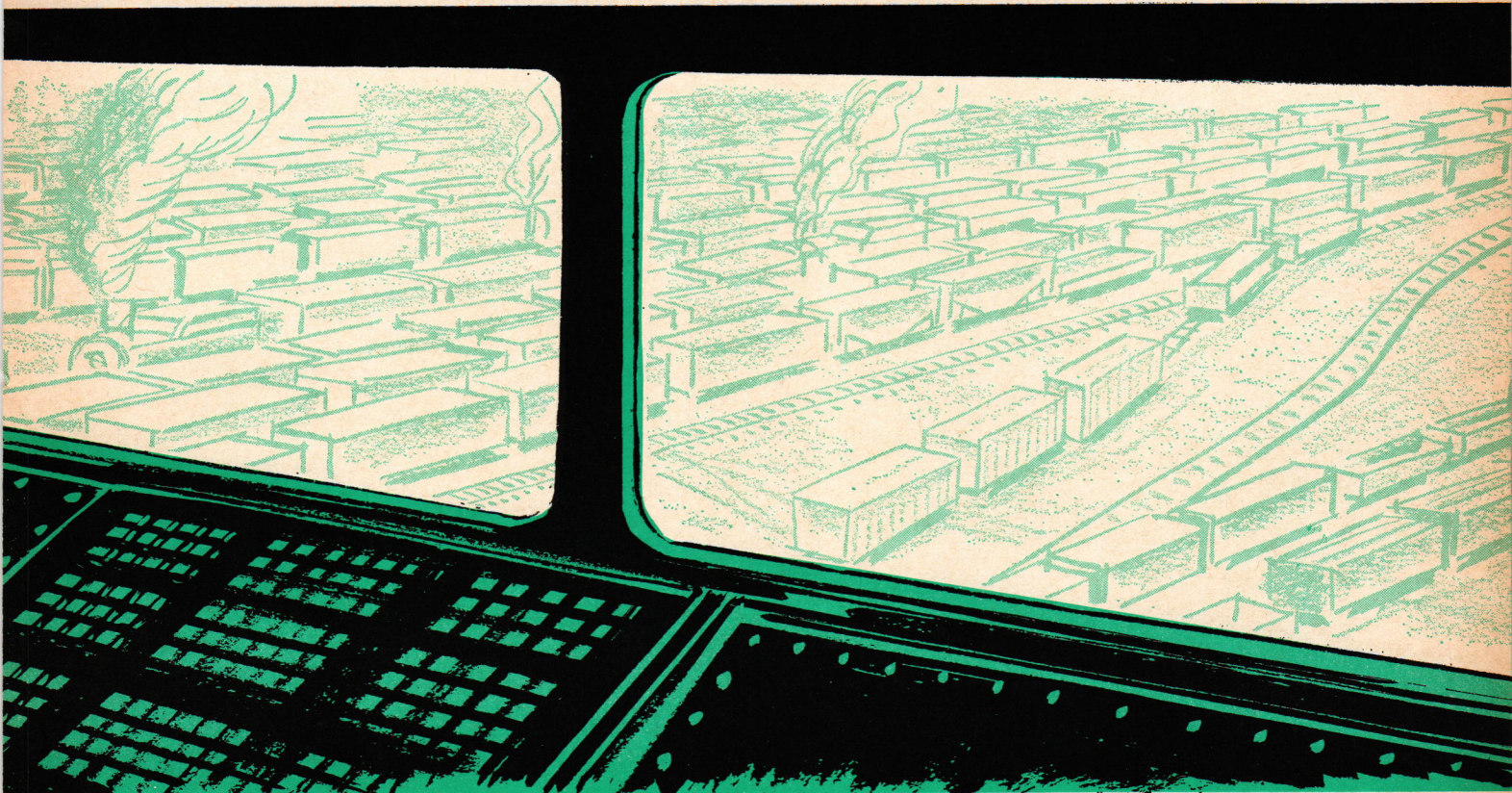
Driverless trucks are not consuming animals.

In the words of the famous amateur hour emcee:

"Around and 'round she goes and where she stops, no one knows."

Currently, the wheel of fortune in the field of automation is spinning for the profit structure. There are no winners among displaced workers who must look elsewhere for jobs.

The wheel of fortune bids no good for those who find no jobs or for those who find years of seniority at their former place of employment mean little at all on the bottom of the board where they do find new work.



(Continued from page 23)

A Walker	A Robison	OKLAHOMA	F Brooks
A Whitten	A Smith	F Albert	A Burleson
A Williams	F Stratton	A Belcher	A Cabell
MISSOURI	F Tenzer	F Edmondson	A Casey
F Bolling	F Wolff	A Jarman	A de la Garza
A Curtis	A Wydler	F Johnson	A Dowdy
A Hall	NEW YORK CITY	F Steed	A Fisher
A Hull	F Addabbo	OREGON	F Gonzalez
F Hungate	F Bingham	F Duncan	A Mahon
F Ichord	F Carey	A Green	A Patman
A Jones	F Celler	F Ullman	A Pickle
F Karsten	F Delaney	A Wyatt	A Poage
F Randall	F Farbstein	PENNSYLVANIA	A Pool
F Sullivan	F Fino	F Clark	A Purcell
MONTANA	F Gilbert	F Corbett	A Roberts
A Battin	F Halpern	F Craley	A Rogers
F Olsen	F Kelly	A Curtin	A Teague
NEBRASKA	* Keogh	A Dague	* Thomas
A Callan	F Lindsay	F Dent	F Thompson
A Cunningham	F Multer	F Flood	A White
A Martin	F Murphy	F Fulton	F Wright
NEVADA	F Powell	F Holland	A Young
A Baring	F Rooney	A Johnson	UTAH
NEW HAMPSHIRE	F Rosenthal	F Kunkel	A Burton
A Cleveland	F Ryan	F McDade	F King
F Huot	F Scheuer	F Moorhead	VERMONT
NEW JERSEY	NORTH CAROLINA	F Morgan	A Stafford
* Cahill	* Bonner	F Rhodes	VIRGINIA
F Daniels	A Broyhill	F Rooney	A Abbitt
F Dwyer	A Cooley	F Saylor	A Broyhill
A Frelinghuysen	A Fountain	A Schneebeil	A Downing
F Gallagher	A Henderson	F Schweiker	A Hardy
F Helstoski	A Jonas	F Vigorito	A Jennings
F Howard	A Kornegay	A Watkins	A Marsh
F Joelson	A Lennon	A Whalley	A Poff
F Krebs	A Scott	PHILADELPHIA	A Satterfield
F McGrath	A Taylor	F Barrett	A Smith
F Minish	A Whitener	F Byrne	A Tuck
F Patten	NORTH DAKOTA	F Green	WASHINGTON
F Rodino	A Andrews	F Nix	F Adams
F Thompson	F Redlin	* Toll	F Foley
** Widnall	OHIO	RHODE ISLAND	F Hansen
NEW MEXICO	A Ashbrook	F Fogarty	F Hicks
F Morris	F Ashley	F St. Germain	A May
F Walker	F Ayres	SOUTH CAROLINA	F Meeds
NEW YORK	A Betts	A Ashmore	F Pelly
A Conable	A Bolton	A Dorn	WEST VIRGINIA
F Dow	* Bow	A Gettys	F Hechler
F Dulski	A Brown	A McMillan	F Kee
A Goodell	A Clancy	A Rivers	A Moore
A Grover	A Devine	A Watson	A Slack
F Hanley	F Feighan	SOUTH DAKOTA	F Stagers
F Horton	F Gilligan	A Berry	WISCONSIN
A King	A Harsha	A Reifel	A Byrnes
F McCarthy	F Hays	TENNESSEE	A Davis
A McEwen	F Kirwan	F Anderson	F Kastenmeier
F O'Brien	A Latta	A Brock	A Laird
F Ottinger	F Love	A Duncan	F O'Konski
F Pike	A McCulloch	A Everett	F Race
F Pirnie	A Minshall	A Evins	F Reuss
F Reid	F Moeller	F Fulton	F Stalbaum
F Resnick	F Mosher	F Grider	A Thomson
	F Secrest	A Murray	F Zablocki
	F Stanton	A Quillen	WYOMING
	F Sweeney	TEXAS	F Roncalio
	F Vanik	A Beckworth	

* Did not vote

** Widnall Answered
"Present"

● More Price Fixers

Eight of the nation's largest steel companies were fined \$50,000 each by a federal judge recently on charges of conspiring to fix prices of carbon-sheet steel between 1955 and 1961. A few days later, four steel companies and a trade association were fined a total of \$150,000 on charges of conspiring to fix prices on steel forgings. It was the first big price-fixing scandal since 1961 when fines and jail sentences were meted out to electrical equipment manufacturers.

● New People Weapon

When delegates convened for the National Sheriff's Assn., convention in Atlantic City recently, they were treated to a demonstration of a new weapon to be used against strikers and civil rights demonstrators—a bubble-blowing machine. The machine spreads a heavy layer of soapy bubbles over a large area. It makes pavement and even turf impossibly slippery. The only drawback, the sheriffs noted, was that the bubbles make things just as slippery for officers.

● Coffee Break Accepted

Ten years ago only 65 per cent of U.S. firms permitted coffee breaks for production workers and only 70 per cent allowed them for salaried employees. Today, 97 per cent of American companies provide for twice daily coffee breaks for all employees. The coffee break, now an accepted custom, only 25 years ago was strongly opposed by most companies. The coffee pause now appears in more and more union contracts.

● Doctors' Drug Dollars

Senate hearings have disclosed that the number of doctor-owned drug pharmacies has jumped to 2,200 from 1,200 in 1960. Also, additional pill stores are owned by physicians' wives, brothers, and other kinfolk. The practice is especially common in small towns, prompting complaints that doctors are steering prescription business to their own stores. Another disclosure was that some 5,000 physicians hold stock in drug manufacturing and packaging firms.

● Personal Income Rate

In the first seven months of 1965, personal income was registered at an annual rate of \$522 billion according to the Commerce Department. Personal income includes that from payrolls, rents, small business profits, dividends, and other payments to individuals. By the end of the 7-month period,

wages and salaries totaled almost \$360 billion. The total for the same period last year was slightly more than \$334 billion.

● Strike Activity Up

Strike idleness during the first half of 1965 amounted to approximately 11 million man-days—about .17 per cent of estimated total working time. All told, there were approximately 2,000 work stoppages that began during the first half of the year and involved some 852,000 workers. The highest strike activity occurred in June when there were 450 stoppages involving 262,000 workers.

● Interstate Half Done

Almost half of the 41,000-mile Interstate Highway system has been completed. The Bureau of Public Roads reported that as of June 30, some 19,396 miles—or 47 per cent—were open to traffic and construction was in progress on another 6,135 miles. Altogether, slightly more than 2,400 miles have been completed in the past 12 months. The entire system is supposed to be completed by 1972 and will link all mainland states.

● Millionaires Abound

Time magazine reported recently that "about 5,000 new millionaires have been created" in the United States in the past 10 years. *Time* added that despite high taxes "it is still easier to make a million in the U.S., than anywhere else." A survey of the new multi-millionaires showed that most of them have made their big splash in insurance, oil, and real estate—areas where there are gaping loopholes in the tax laws.

● Consumer Price Record

The June Consumer Price Index hit a record 110.1 per cent of the 1957-59 average—a half per cent gain over the previous month. It was the largest month-to-month gain in two years according to the Labor Department. Much of the June gain was attributed to higher prices for beef, pork, poultry, and a number of fruits and vegetables. Big increases also were noted in the prices of gasoline and motor oil.

● Closing Costs Battle

Alert home buyers stand to benefit from a growing conflict between lawyers and title insurers in many areas. Title insurance companies have begun offering legal services to home buyers on a low-cost basis in a bid for more of the lucrative closing

cost field. The lawyers have begun fighting back by entering the title insurance business on a co-operative basis, offering clients such insurance in combination with their other legal services at lower than commercial rates.

● Footwear Prices to Rise

"Higher labor costs" in manufacturing will get the blame for an expected general increase in the price of shoes next spring. But the real fact will be increased costs of hides and leather. Maurice R. Chambers, president of International Shoe, the nation's largest shoe manufacturer, said recently: "Margins on shoe prices at the wholesale level have been under increasing pressure in recent months, principally as a result of higher hide and leather prices, and this squeeze on profit margins will necessitate upward adjustments of shoe prices."

● Unions and Housing

More unions are expected to sponsor housing projects with the President's signing of the 1965 Housing Act which permits a low-rent subsidy to low-income families. To occupy the housing units possible under the law, applicants must not only meet local low-income tests but must be either elderly, handicapped, slum dwellers, or displaced by natural disasters. Project sponsors have to be non-profit groups such as unions, churches, co-operatives, etc.

● Medicare Con Men

Racketeers posing as representatives of the Social Security Administration are defrauding elderly people by pretending to sign them up for Medicare coverage. The Social Security Administration says it has received complaints of bogus representatives from New York and Texas. The con men promise people over 65 that they can get a special discount on Medicare insurance premiums by signing up early and paying in advance. Then the con man pockets the money and disappears.

● Steel Jobs Disappear

Jobs are disappearing in the basic steel industry because fewer men are needed to produce more tonnage in mechanized and automated operations. It now takes an estimated 9.3 hours of production and maintenance work to turn out a ton of steel; ten years ago, it took 12.5 man hours per ton; 17.6 man hours in 1945, and 27.8 man hours per ton in 1935. Steel employment was at its highest in 1953 with 650,000 men—compared with total steel employment of 550,000 men last year.

● Rich Penny Pinchers

The *Wall Street Journal* published an unusual story recently about the growing army of affluent Americans who practice thrift despite \$100,000-a-year (and up) incomes. The story cited one banker who says he saves \$70 a year by washing his own socks every night. A well-known entertainer who "abhors waste of any kind," saves string and wrap-

ping paper off packages he receives for re-use later. Another executive trades magazines with a neighbor.

● Bill Collectors Edgy

Consumer debt is climbing at the rate of about \$8 billion a year and bill collectors reportedly are getting tougher. A recent survey of bill collector policies in Chicago, San Francisco and Atlanta indicated that collection agencies are sending out their dun notices earlier, no longer listen to excuses by delinquents, and are resorting to legal action more often.

● 'Professional Agreement'

Spurred by the collective bargaining successes of the American Federation of Teachers, the administrator-minded National Education Assn.—long opposed to the teacher unions—has begun negotiating what it calls "professional negotiation agreements" with school boards. In other words, the NEA has transformed itself into a company union by signing such "professional negotiation agreements" with 750 school boards in the past two years. The NEA contracts offer teachers few guarantees.

● Farm Jobs Down

Farm employment is dropping fast. The Agriculture Department says its labor survey in late July showed there were 2,338,000 workers at jobs on farms compared with the total of 2,542,000 a year ago. Last year's total included 55,000 foreign workers. The Agriculture Department said the loss of foreign workers knocked out by the repeal of bracero legislation possibly has speeded up a trend toward farm mechanization.

● Safeguards for Buyers

Manufacturers, distributors, and retailers are facing tougher product injury obligations because of the spreading doctrine of strict liability in the courts. High courts in California, Illinois, Michigan, Missouri, New York, and New Jersey have already ruled in favor of persons whose injuries from defective products were foreseeable.

● Private Retirement Plans

Private retirement plans now cover about 25 million workers in the United States according to a recent pension study released by the Labor Department.

The various pension plans pay almost \$2.75 billion annually in benefits to nearly 2.5 million beneficiaries.

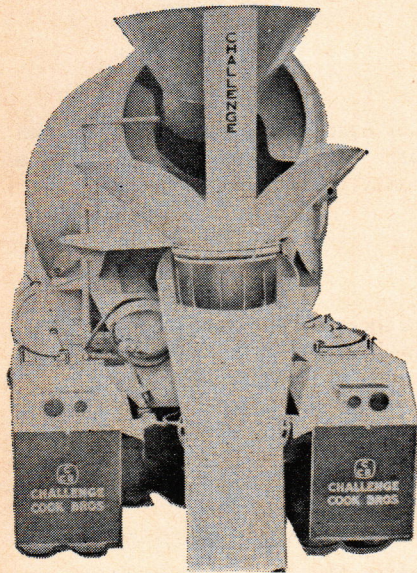
It is estimated that by 1980 the number of employees covered by such retirement plans will increase to 42 million or 3 of every 5 workers engaged in non-farm employment. Likewise, the number of beneficiaries is expected to increase also—to 6.5 million by 1980.

Total contributions to pension plans amounted to almost \$7 billion last year and are expected to top \$11 billion a year by 1980. Benefit payments are expected to increase to around \$9 billion in the next 15 years.

Total private retirement plan reserves, the study estimated, will grow to about \$225 billion by 1980.

WHAT'S NEW?

Offer Dual-Purpose Truck Concrete Mixer



A Los Angeles firm is introducing a new truck concrete mixer that handles both stiff paving concrete and commercial ready mix. An illustrated catalog that emphasizes the important differences in design and performance between this dual purpose unit and standard truck mixers — differences which include basic drum and blade design, larger rear drum opening, larger charging hopper, collecting hopper and discharge chutes, is available upon request.

Removable Sides Make For Versatile Trailer

A platform trailer with removable 48-in-wide aluminum rack side wall panels offers an ingenious contribution to versatile transport. For hauling industrial equipment one way, the side walls and roof bows are stored behind the permanent bulkhead in front. Then for backhaul, with the sides installed, the unit can carry dry freight as a standard open-top van.

Prepainted Aluminum Panels Resist Wear

A major line of trailers, containers and truck bodies is being marketed with prepainted aluminum panels by means of which a fleet can color-

style these units at low additional cost—about \$30 for a typical 40-foot van. Reduced cleaning, refinishing and maintenance costs will soon recover this modest investment.

Among the advantages cited for the permanent, baked-on, two-coat enamel are these: lasts the life of the unit; withstands weather, abrasion, road salts and other corrosive elements; porcelain-like finish resists corrosion usually found between aluminum and steel and overlapping aluminum surfaces.

Produced in six guages and five standard colors, red, yellow, orange, natural aluminum and white, additional colors can be specially ordered if volume is sufficient. Careful matching assures color uniformity in first and subsequent orders. Washing with mild soap and water maintains panel luster.

Air-Suspended Fifth Wheel Maintains Trailer Height

Constant trailer height under all load and road conditions can be maintained with an air-suspended fifth wheel that features tough, lube-free, polyethylene thrust plates on horizontal load-bearing surfaces and fore and aft thrust surfaces. Complete with hubs and drums or with axle beam and brake flanges only, the unit incorporates heavy-duty rubber thrust-pad rings that are adjustable to take up slack.

Index Condenses Laws On Record Retention

Individual and business records that should be held for possible Federal audit are listed in a newly-revised "Guide to Record Retention Requirements" from the Government Printing Office. Records to be kept, who must keep them and for how long are described briefly in 900 digests, each referring to Federal law or regulations requiring such retention. Listing persons, companies and products affected, the index sells for 40¢ a copy and was prepared by the General Services Administration. Write to Superintendent of Documents, Government Printing Office, Washington, D.C. 20402.

Preserve Cards With Laminating Sheets

An individual distributor is offering a self-laminating plastic sheet that will laminate paper of any kind without

the necessity of using heat or a pressurizing machine. The material will not discolor and will not dry, become brittle or crack. Permits, registrations, social security cards and membership cards are a few of the items that can be quickly and easily laminated. The material is available in bulk sheets up to 10 by 12 inches.

Battery Caps Prevents Corrosion Build-Up

Build-up of corrosion on any 12v vehicle battery is prevented by use of a new type of battery caps which replace standard screw-on caps. Designed to remove corrosive acids while retaining normal venting action, the cap works in this fashion. Acid droplets, fumes and gases enter the bottom of the cap. Droplets are deflected downward by a closed valve. Slight gas pressure opens the valve. As gases escape, they are forced over charcoal which removes acid vapors. As valve closes, slight controlled leakage allows reverse venting.

Alarm and Device Protect from Theft

A vehicle anti-theft device is attached between the fuel line and the carburetor to shut off fuel supply. The toggle switch to control the unit is hidden elsewhere on the vehicle so strangers can't find it.

Another safeguard against theft or damage to cars, trucks, trailers and cargo is a system of minute sensing units placed at all strategic points on a vehicle. Any attempt to tamper with doors, windows, hood, trunk, wheels—or even the system itself activates an alarm consisting of a siren sounded alternately with the vehicle horn.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Joke's On Who?

"Look here," said the boss to the clerk, "What does this mean? Someone just phoned and said you were sick and wouldn't be in the office today."

The clerk thought for a moment and then burst out laughing. "Ha! Ha! The joke's on him. He wasn't supposed to call in until next week."

A Definition

Nonchalance is the ability to look like an owl when you acted like a jackass.

Logical Conclusion

The four-year-old told his kindergarten teacher he was soon to have a baby brother. "How do you know it will be a boy?" the teacher asked.

"Last time Mommy got sick, she came home with a baby sister," the youngster replied. "This time, Daddy's sick."

Truism

Cost of living: Your income plus 25 percent.

A Little At A Time

A prisoner had a series of bad luck soon after he went to jail. First he had to have his teeth pulled, then his appendix removed. Then he had an accident and his right arm was amputated.

The warden, visiting him in the infirmary, accused him saying: "You can't fool me, Brighton. You're just trying to escape piece by piece!"

Changed Man

It's funny how the man who isn't good enough to marry your daughter can give you the smartest grandchildren in the world.

Average Marriage

The average husband is one who lays down the law to his wife who in turn, starts working on all the amendments.

Don't Say To My Kids

"Let's play at your house" . . . "Your allowance is only 50 cents a week?" . . . "My dad is going to let me have a BB gun" . . . "Is that all you got for your birthday?" . . . "I get to stay up till 10 on Saturday nights" . . . "Ask your mother whether I can stay for supper."

Quick Thinking

Judge: "You say you struck your wife, yet it was her fault. How do you explain that?"

Husband: "She kept egging me on, Your Honor. She kept saying over and over, 'Just dare hit me and I'll have you before that old fool of a judge . . .'"

Judge: "Case dismissed."

Do You Remember?

When automobiles had two-wheel brakes.

When coal operators hired mine guards called "yellow dogs."

When ice cream was sold in summertime only.

When you brought your own gallon bucket to buy syrup.

When you got a weather report by looking at the moon.

When you tiptoed into the basement with a rye straw to suck cider from a 50-gallon barrel.

When housewives thought they had a modern home after a water pump was installed on the back porch.

Earned The Job

Jones had had no experience in collecting debts, but he was desperately in need of a job. The merchant to whom he applied had not much faith in his ability, and more to get rid of him than anything else gave him an old account against a man who had

the reputation of paying nothing till he had to.

"If you collect this money," he said, "I will give you a regular job."

To the merchant's astonishment, Jones returned in half an hour with all the money.

"How did you do it?" he gasped.

"I told him," said Jones, "that if he didn't pay I would tell all his other creditors that he had!"

Animal Quip

A tiger in the tank is all right, but there are too many cars with a monkey at the wheel.

Observation

Freckled girls, reports E. V. Durling, are much more affectionate than others—and better at kissing too.

We'd like to make a spot checkup on this statement.

Name Dropper

The little old lady had just returned from a trip to Europe and was busy impressing her friends with stories of the beautiful things she had seen and the wonderful places she had visited.

One of her listeners asked, "Did you by any chance get to see the Alps?"

"See them?" the traveler replied impressively. "Why, my dear, I had lunch with them!"

And Hurry

A young wife, strolling along a New York street with her husband, suddenly threw herself across the curb and yelled: "Quick, darling, go buy a car! I've found a parking space!"

Typical Boss

Maintenance Super to Mechanic: "Look, if I give you the day off, I'll have to do the same for every mechanic whose wife has quadruplets!"

Child Defined

A brat is a child who acts like your own but belongs to a neighbor.

FIFTY YEARS AGO

in Our Magazine



Vol. XII

(From the September, 1915, issue of the TEAMSTER)

Number 9

Convention News; Cleveland Chauffeurs Strike

As things look now, and the way credentials are coming in, we will have a reasonably large convention in San Francisco. We cannot say just now, the number of delegates that will be present, but local unions that never before sent a representative are taking a special interest in this convention and are going to avail themselves of the opportunity of crossing the Rocky mountains and visiting the Golden West. Let us hope that your union will be with us. Do not be selfish, and

because you cannot be elected yourself, do not try to prevent the other fellow from going.

The Chauffeurs' Union of Cleveland went on strike recently. The strike lasted for two days. When they went on strike the men were receiving \$60.00 a month and had to buy their own gasoline. At the end of two days they reached a settlement, receiving \$72.00 a month and the firms for whom they are working are paying for the gasoline.

Priest Praises Role of Labor

When the Rev. J. C. McGinn, of the sociology department of Notre Dame University, made a public statement before the Associated Charities of South Bend, Ind., a few weeks ago, that "compensation laws should be based upon the principle that the wear and tear of the human machine is just as much a factor in the cost of production as is the wear and tear of constructed machinery," he hit a keynote that is being spread broadcast throughout the States which have yet to make a compulsory compensation law.

The Rev. Mr. McGinn has made a special study of organized labor and its influences for the uplift of the wage-earner, and along this line he says: "There is nothing essential in modern wage determination to prevent toilers from getting an economically sufficient wage. Laborers in the past have been forced to bargain for work under unfavorable conditions and the necessity of concerted

action on the part of the laborer is recognized by all students of economics.

"A workmen's compensation law would do away with much of the poverty due to accident. There is annually 30,000 fatal accidents in our industrial life and an industry in which a man is injured should care for him."

It is not more than ten years ago that it was considered a breach of faith for a professor of a university to speak favorably of organized labor, but let us be thankful that the prophecy is coming true "that the old things are passing away, and a new light has come into the world."—Garment Worker.

The International Typographical Union has fifty-nine thousand members and the officers stated, in their report to the convention, that the average wages of each individual member of the union during the past year was \$1,054.00.

Accidents Kill 25,000 Yearly

While Americans are horrified at the carnage of European war, and are devising methods to stop this holocaust, the Federal Bureau of Labor statistics calls attention to the fact that 25,000 wage workers of both sexes are killed in this country every year.

During the same period the number of injured that are disabled more than four weeks approximate 700,000.

These numbers, involving the killing and maiming of vast armies of American workers, fail to fully indicate the number of industrial accidents, for such studies as have already been made show that of accidents involving disabilities of one day and over, at least three-fourths terminate during the first four weeks.

The bureau, in its statement, shows that metal mining ranks as the most hazardous,

with a rate of four workers killed last year for every 1,000 employed. Coal mining comes next with a rate of 3.5, and fisheries and navigation follow with a rate of three per 1,000 employed.

The industries which contribute the greatest number of fatal accidents, regardless of per cent employed, are railroad employments and agricultural pursuits, each group being responsible for approximately 4,200 deaths each year. Coal mining contributes more than 2,600 and building and construction work nearly 1,900.

The report says that compensation laws will lead to an increase in the reported number of accidents. Aggressive accident prevention work is urged, as it is stated that where this has been undertaken the number of accidents have been reduced one-half.

Take Pride In Labor Day Holiday

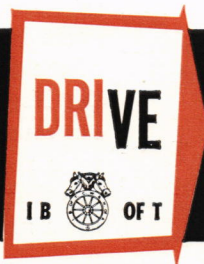
If this Journal reaches you before Labor Day, I want you, in your district, to take special pride in that day—our day. The men of labor throughout the Nation in years past struggled for the establishment of this one great day, in commemoration of the brawn and muscle of the Nation—the bulwark of our country. The leaders who were responsible for making this first Monday in September a national holiday should themselves be immortalized. The establishment of this holiday is a tribute to the men of labor. It is your duty wherever you can, to participate

in labor celebrations. Most of our members receive their pay for this day. Therefore, we ask you to do your share by participating in the parades and celebrations. The labor men of today should hold the day up to what it was originally intended—a celebration in honor of the trade unions of our country, who have made life worth living for us under the Stars and Stripes. Again, do your share in a sober, orderly manner and thus impress upon the minds of those who do not know its meaning that it is a day dedicated to the honor of the toilers of the Nation.



BACK-BREAKER

JOIN



NOW

Family Teamwork Through Family Security